INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FEBRUARY/MARCH 2015

TEAMSTER

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UNFAIR TRADE

THE DESTRUCTIVE LEGACY OF "FREE" TRADE

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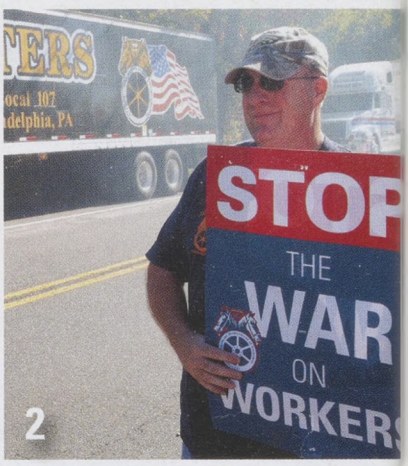

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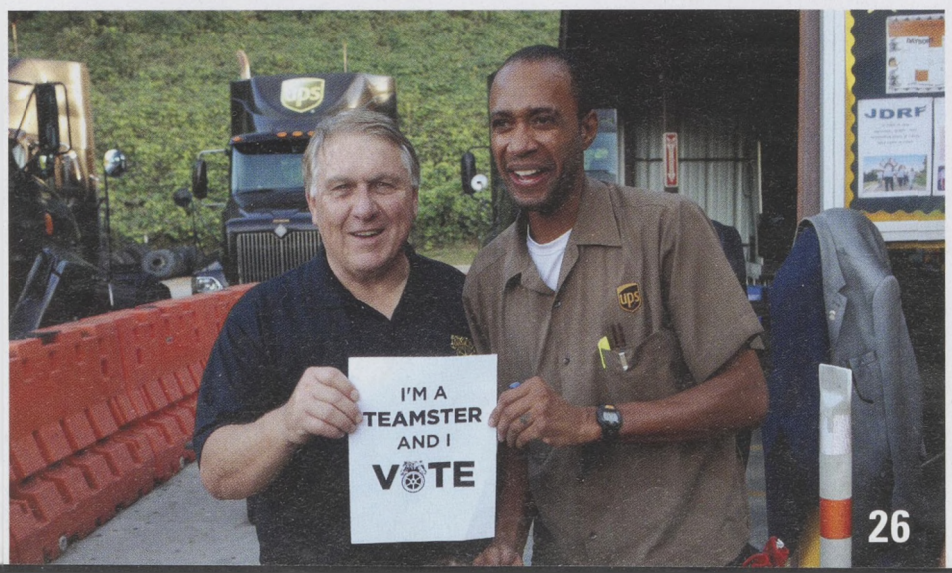


For Workers, Free Trade Isn't Fair

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

Corporate America has taken every opportunity it can to stress the importance of so-called "free" trade.

Big business leaders have been intimately involved in trade negotiations. They've received some support on Capitol Hill and at the White House. And now they are trying to force deals like the 12-nation Trans-Pacific Partnership (TPP) down the public's throat even though we don't want it.

The Teamsters are aggressively countering their offensive, aligning with other unions and fair trade allies to let lawmakers know that the TPP and other proposed agreements like the Transatlantic Trade Improvement Partnership (TTIP), involving the U.S. and Europe, must be brought out into the open and looked at closely. American workers deserve to have such deals fully vetted.

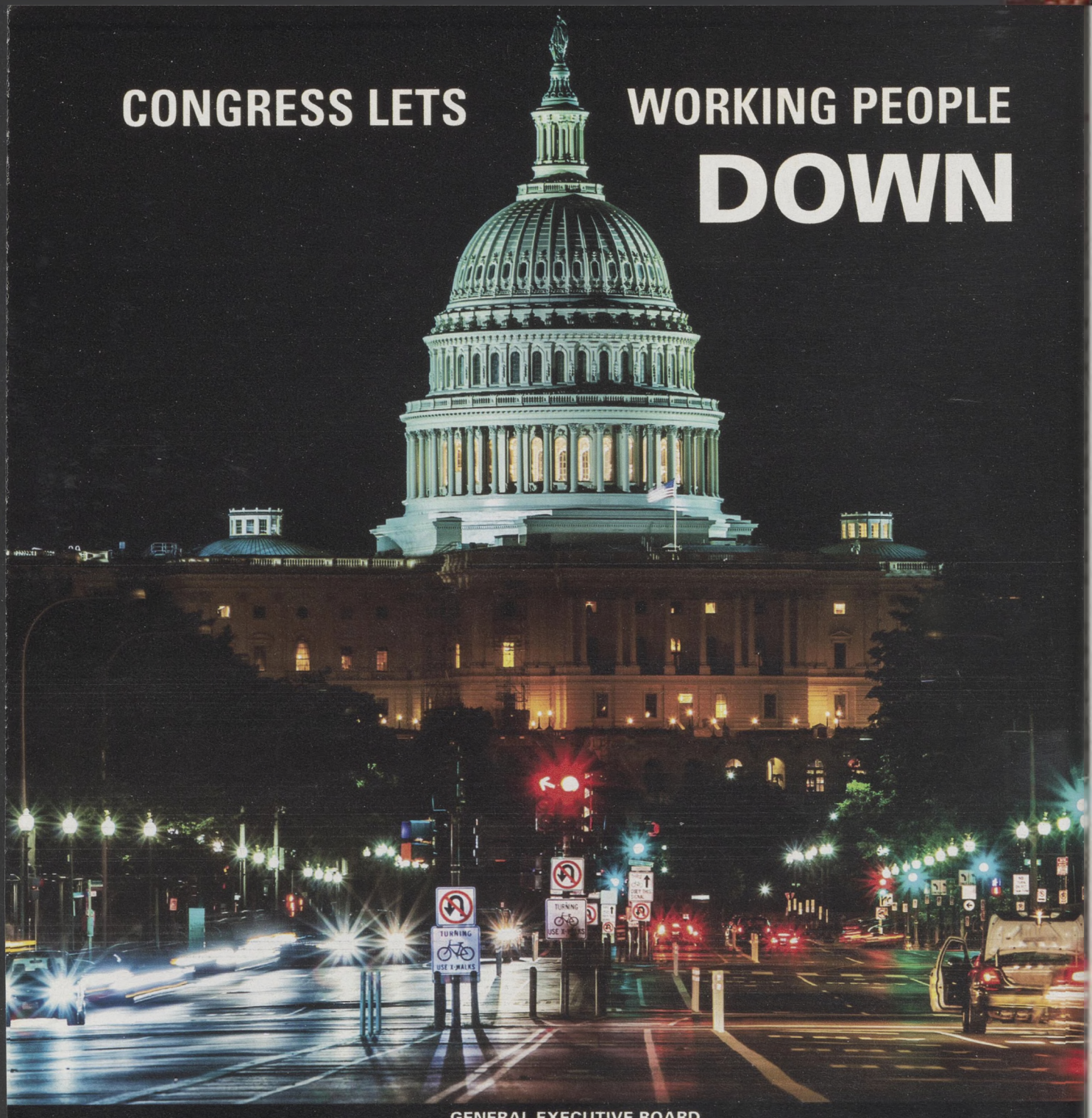
The first step in doing so is to stop Congress from pushing through fast track, a trade promotion vehicle used when the government knows it can't get a deal approved by lawmakers any other way. Fast track doesn't allow trade agreements to be amended on Capitol Hill and limits debate. Essentially, the deals sail through with the public, and often Congress, knowing little-to-nothing about them!

And that is a tragedy, considering the realities of modern trade agreements. They've caused millions upon millions of U.S. jobs to be shipped overseas. They've reduced the salaries of many remaining jobs and made it more difficult for hardworking Americans to live a middle-class lifestyle. They've left communities from coast-to-coast in ruins. And they've allowed unsafe food and products to be shipped to our shores.

The good news is there are Democrats and Republicans in Washington who have seen the light and realize fast track is the wrong track for Americans. They've let congressional leaders and the administration know about their concerns and how they fear it could hurt their constituents.

As Congress moves forward with consideration of fast track and trade pacts like TPP and TTIP, the Teamsters have an obligation not only to our members but to all U.S. workers to stand up to corporations trying to put their bottom lines above the livelihoods of working families.

James P. Hoffa



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With CRomnibus, America Loses

In December, a terrible piece of legislation was passed over the Teamsters' strident opposition. The Omnibus Appropriations Bill, also known as the CRomnibus, is a disaster.

Congress passed, and President Obama signed, a spending bill that will make life harder for working people and further empower the wealthy.

The CRomnibus bill extends the hours a truck driver may work to 82 a week, lets Wall Street gamble with taxpayer-insured funds, threatens pensions and lets rich people spend more money on political campaigns.

Teamsters General President Jim Hoffa called out the political cowardice of the members of Congress who voted for it.

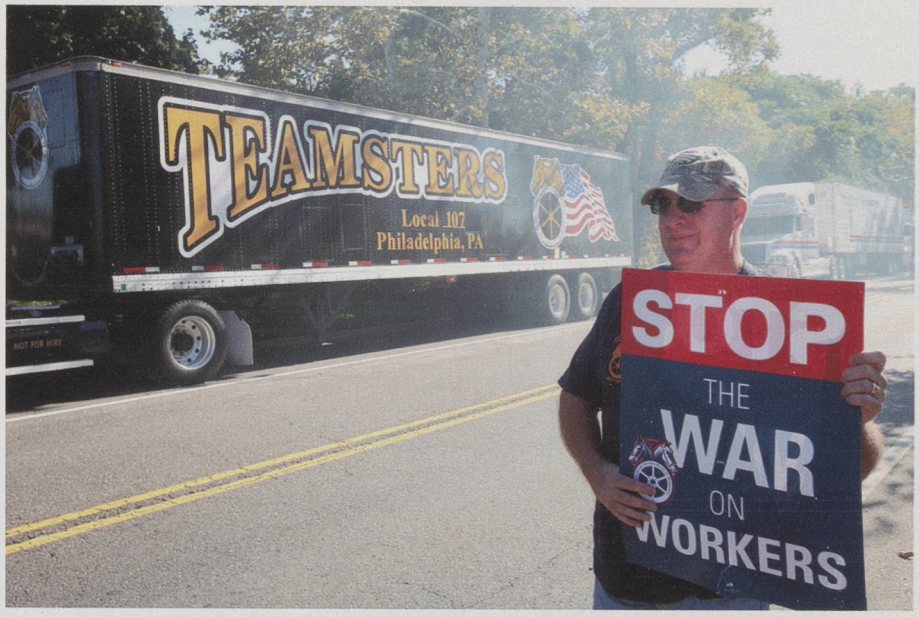
"With the passage of the omnibus spending bill by the Senate, we have witnessed the latest attack by corporate interests on working families. Big business and Wall Street have bought and paid for influence and access that has allowed them to continue to enrich corporations at the expense of the middle class," Hoffa said.

"Our union has always opposed pension cuts and we are disappointed that the House and Senate have decided to take this action," Hoffa said. "As the rules for this legislation are being written, we will continue to remain vigilant in fighting to protect pensions."

"A Disaster"

With this bill, banks will once again be free to make the same risky investments that helped send our country into a recession.

"The individuals that we entrust to protect us and vote in our best interest continue to fail in their duties and break that trust," Hoffa said. "To them, I offer this word of caution—the same boots that our 1.4 million members put on the ground to help elect them can just as easily help march them out of office. Whether in the Senate or House, our members have a long memory and they will recall how their elected representatives voted [on this issue] when they are casting their votes in the future."



The Fiscal Times also calls the bill a disaster and lists many ways it harms working people:

"The CRomnibus boosts special interests at the expense of ordinary people in a host of other ways...It cuts a whopping $346 million, about 3 percent, from the IRS, at a time when the agency's workload will increase with Obamacare. The IRS cuts signal to wealthy earners that they can freely engage in tax avoidance, with little expectation of an audit...Trucking companies can make roads less safe by giving their employees 82-hour work weeks without sufficient rest breaks. Pell grants for college students will be cut, with the money diverted to private student loan contractors who have actively harmed borrowers.

"I'm not done. The bill eliminates a bipartisan measure to end 'backdoor' searches by the NSA of Americans' private communications. It blocks the EPA from regulating certain water sources for farmers. It adds an exception to allow the U.S. to continue to fund Egypt's military leadership. In a giveaway to potato growers, it reduces nutrition standards in school lunches and the Women, Infant and Children food aid program."

Hours of Service

One of the most shameful aspects of the CRomnibus was that Congress rolled back hours-of-service rules. Now companies can force drivers to work long hours with insufficient rest.

The bill changes the hours-of-service rule to let truck drivers work 82 hours a week instead of the current 70.

"Just about everything that could go wrong with this bill went wrong, especially that so many of our elected officials saw fit to endorse it," Hoffa said. "This bill endangers lives by rolling back hours of service. It takes apart important financial reforms and lets the big banks gamble with taxpayer money again. It also raises the amount of money the wealthy can give to political candidates by a factor of 10.

"But perhaps the most disappointing thing about this bill was how many supposed friends of working people or the middle class voted for this bill," Hoffa said. "The Teamsters Union and our members are paying attention."

There were members of Congress that made principled stands against this terrible legislation, though. Just not nearly enough.

"It will not have my support," said Rep. Nancy Pelosi (D-Calif.). "This is a moral hazard. We're being asked to vote for a moral hazard."

EXCESSIVE DELAY TACTICS MAY BE COMING TO AN END

NLRB RULE CHANGE

You may not have noticed, but in December, the Obama administration took away one of the biggest roadblocks to union organizing: Excessive delay tactics by the employer.

The National Labor Relations Board (NLRB) issued a final rule speeding up the election process for workers seeking to form a union. The rule will require employers to postpone litigation on union eligibility issues until after the election itself. The rule will also, for the first time, allow for the electronic filing and transmission of union election petitions.

The Teamsters Union's experience with the pre-rule election procedures is that they are unfair, confusing and outdated. Further, they are susceptible to abuse by unscrupulous employers seeking to prevent their workers from exercising their right to organize by obstructing and delaying the process. The proposed changes will streamline the election process, reduce uncertainty and promote fairness.

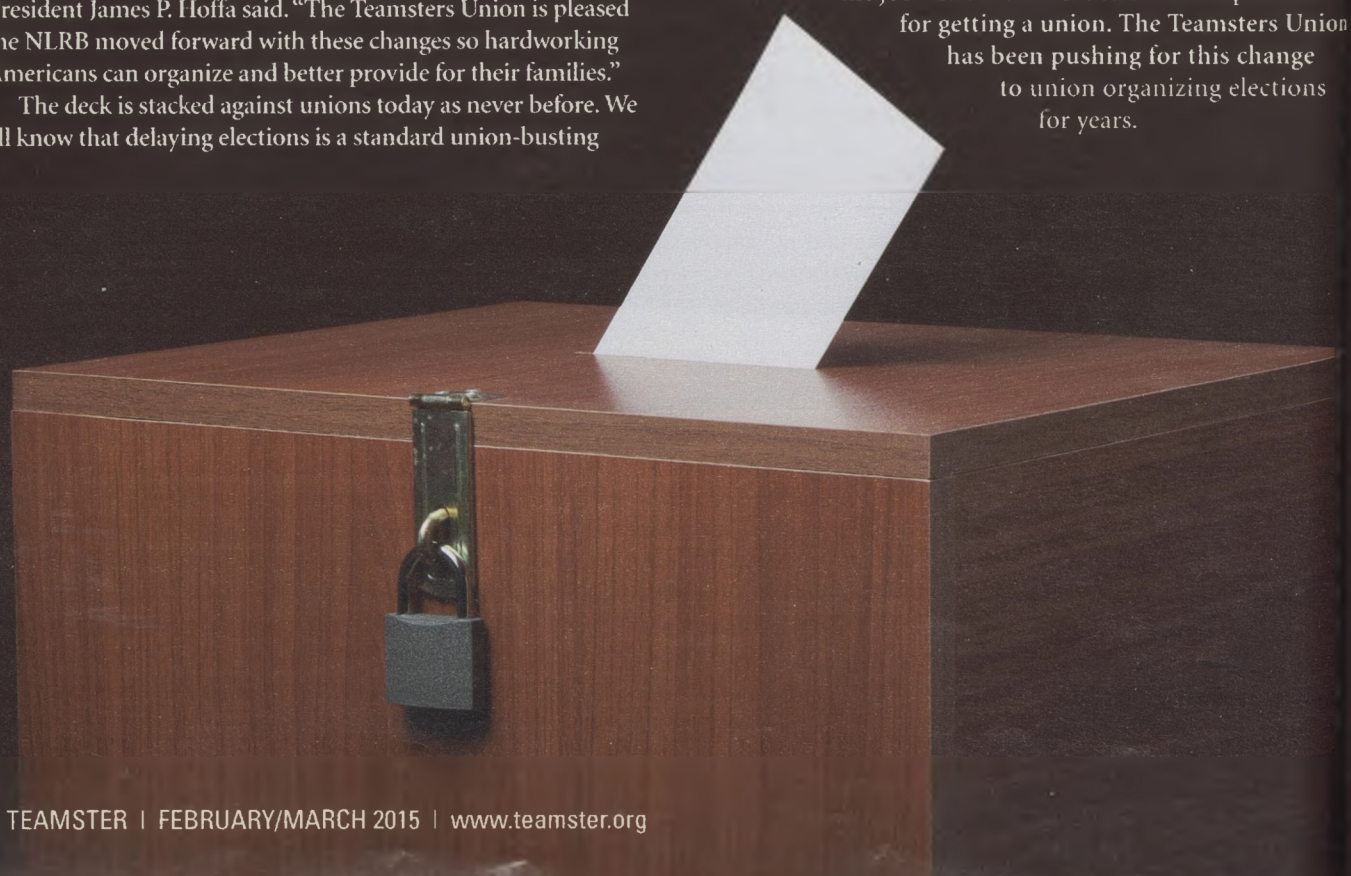
"Workers for too long have been forced to endure unnecessary delays when they have tried to start a union," Teamsters General President James P. Hoffa said. "The Teamsters Union is pleased the NLRB moved forward with these changes so hardworking Americans can organize and better provide for their families."

The deck is stacked against unions today as never before. We all know that delaying elections is a standard union-busting ploy. A 2011 study by the Institute for Social and Economic Research and Policy found that "nearly 50 percent of all serious allegations of union busting tactics—both legal and illegal—by employers happens after workers express initial interest in a union, but before an official petition has even been filed requesting a vote on union representation."

"I am heartened that the board has chosen to enact amendments that will modernize the representation case process," NLRB Chairman Mark Gaston Pearce said in a statement. "Simplifying and streamlining the process will result in improvement for all parties. With these changes, the board strives to ensure that its representation process remains a model of fairness and efficiency for all."

Level Playing Field

Before this rule change, the playing field was dramatically tilted toward union-busting employers. Now, those seeking a voice on the job will have a more streamlined procedure for getting a union. The Teamsters Union has been pushing for this change to union organizing elections for years.



The rule was long in the making. The board proposed a similar change in 2011 but the U.S. Court of Appeals for the D.C. Circuit struck it down, ruling that the board lacked a quorum to issue the rule. The five-member NLRB re-proposed the rule in February. Since the board first started delving into the issue in 2011, more than 75,000 public comments were taken into consideration, including those of the Teamsters Union.

Teamster Support

Hoffa submitted a letter in support of the rule changes when it was first brought up. In it, he wrote:

"Delaying elections has become a routine strategy by employers seeking to buy more time to conduct anti-union campaigns. True enough, employers have the right to express their views about collective bargaining. They do not, however, have to engage in frivolous or pointless litigation pursued solely for the purpose of achieving delay. The current procedures place enormous stress on rank-and-file workers and their managers, inhibiting productivity and souring working relationships. The bad feelings generated by long and protracted election campaigns often extend to a company's customers. Everyone loses – the company, the workers, the union, and the customers.

"Our organizers have found that employers consistently and aggressively delay elections to discourage workers from forming unions. They take it for granted that workers who want to form a union will have to fight a lawyer or consultant-driven battle involving threats, pressure and costly litigation. In many cases, workers overwhelmingly want to join a union. But employers are skilled at taking advantage of antiquated rules and preventing workers from benefiting from a collective bargaining agreement. They are able to waste the government's resources with frivolous appeals.

"The Teamsters strongly support the NLRB's proposed changes to election rules and regulations. These are modest, common-sense changes that preserve due process and strengthen the secret ballot process. They update election methods so they are compatible with today's technology. And they eliminate the uncertainty that costs so much in time, money and productivity," Hoffa wrote.

The new NLRB rules will almost certainly be challenged, and since the announcement, the usual chorus of millionaires have whined about how unfair it is for them.

The rule, if it goes into effect, would eliminate existing hurdles that can delay union-organizing votes with meritless and unnecessary litigation. The changes would streamline pre- and post-election procedures to help facilitate agreement and consolidate all election-related appeals into a post-election appeals process. Taken together, they would help stop companies from abusing the legal process to stall election votes, as many do now.

TEAMSTERS BLAST CHANGES TO HOURS OF SERVICE RULES

The spending bill signed into law in late 2014 rolled back hours of service rules for truck drivers, which will make our roads more dangerous for the driving public and could contribute to more health problems for drivers.

"Congress completely disregarded the science associated with people's internal clocks by getting rid of the safety provisions that had been in place since July 2013," Teamsters General President Jim Hoffa said. "We supported the rules that had been in place, but the trucking industry lobbied for the new rules, placing more interest in their bottom lines while endangering the public. Now, everyone will face more danger and carnage on our nation's highways."

U.S. Sen. Susan Collins, R-Maine, introduced an amendment last summer to repeal elements of a U.S. Department of Transportation (DOT) rule requiring drivers to get adequate rest. The rules that had been in place required drivers to take a 30-minute rest break within the first eight hours of their shift. It also required drivers to take a 34-hour "restart" period once every seven days. The 34-hour rest period had to include two consecutive overnights between 1 a.m. and 5 a.m. By getting rid of the previous safety rules, the average maximum week a driver can work now jumps from 70 hours to 82 hours.

Walmart Incident

Last June, the Teamsters Union called for a renewed commitment by Congress to protect the hours of service rules after a Walmart truck driver crashed his rig, killing comedian James McNair and injuring three others, including actor and comedian Tracy Morgan. The driver had not rested for 24 hours straight prior to the crash.

"More than 600,000 of our 1.4 million Teamster members turn a key to a truck for a living. The highways and byways are their office," Hoffa said following the crash. "Naturally, highway safety is important to our union. Every one of our members understands that we must have hours of service rules in place that prevent driver fatigue. A

tired driver is a dangerous driver."

More than 4,000 lives are claimed each year on our highways in accidents involving tractor trailers and the fatal accident last June was the ninth for Walmart's trucking fleet in the previous 24-month period.

"It is not uncommon for nonunion drivers to feel pressured by their employers to drive well beyond 60-70 hours a week," Hoffa said. "When drivers ignore the 34-hour restart provision – either by choice or by design – accidents occur."

Teamster Provisions

However, some Teamsters will be directly impacted by the changes, said LaMont Byrd, Teamsters Safety and Health Director.

"Our contracts with UPS, UPS Freight, ABF and YRC Freight, for example, address the driver fatigue issue," Byrd said. "However, it is important to our members because our members share the roads with these other drivers who could be adversely affected by the new hours of service rules approved in the spending bill."

Health Issue

The issue is a safety concern, but there are also serious health implications related to hours of service.

"The safety issue is a big deal, but we have an aging driver workforce and these folks have tremendous health problems and some of it can be attributed to chronic fatigue," Byrd said. "These longer driving hours will only make those health issues worse in some cases."

The union will keep fighting to protect our members and the driving public.

"We lost this battle, but we will continue to fight and educate members of Congress about this issue," Hoffa said. "We strongly believe that changing the hours of service rules was a terrible mistake and it was done in a back-door way through the spending bill, where debate was limited. This is the type of issue that needs lengthy, open debate and that did not occur. But we will keep on pressing this issue for the sake of all Americans, and especially for our members out on the roads who are directly and indirectly affected."

CAFTA KIDS

Trade Deal to Blame for Border Crisis

In the spring and summer of 2014, tens of thousands of unaccompanied Central American children arrived at the U.S. border with Mexico. The influx overwhelmed the Border Patrol and inspired a panic about border security.

The violence in Central America that sent those children to the U.S. border is a direct result of CAFTA, a nine-year-old trade deal that is remarkably similar to the TPP, TAFTA and TISA, other trade deals now being negotiated in secret.

The Central America Free Trade Agreement (CAFTA) was passed by the U.S. House of Representatives in the dead of night…by a single vote. The deal involves the United States, Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua and the Dominican Republic.

CAFTA's supporters promised it would reduce gang and drug-related violence in Central America, boost economic development and reduce incentives for Central Americans to migrate to the United States. Those promises proved false.

The Teamsters, led by General President Jim Hoffa, strongly opposed the CAFTA deal.

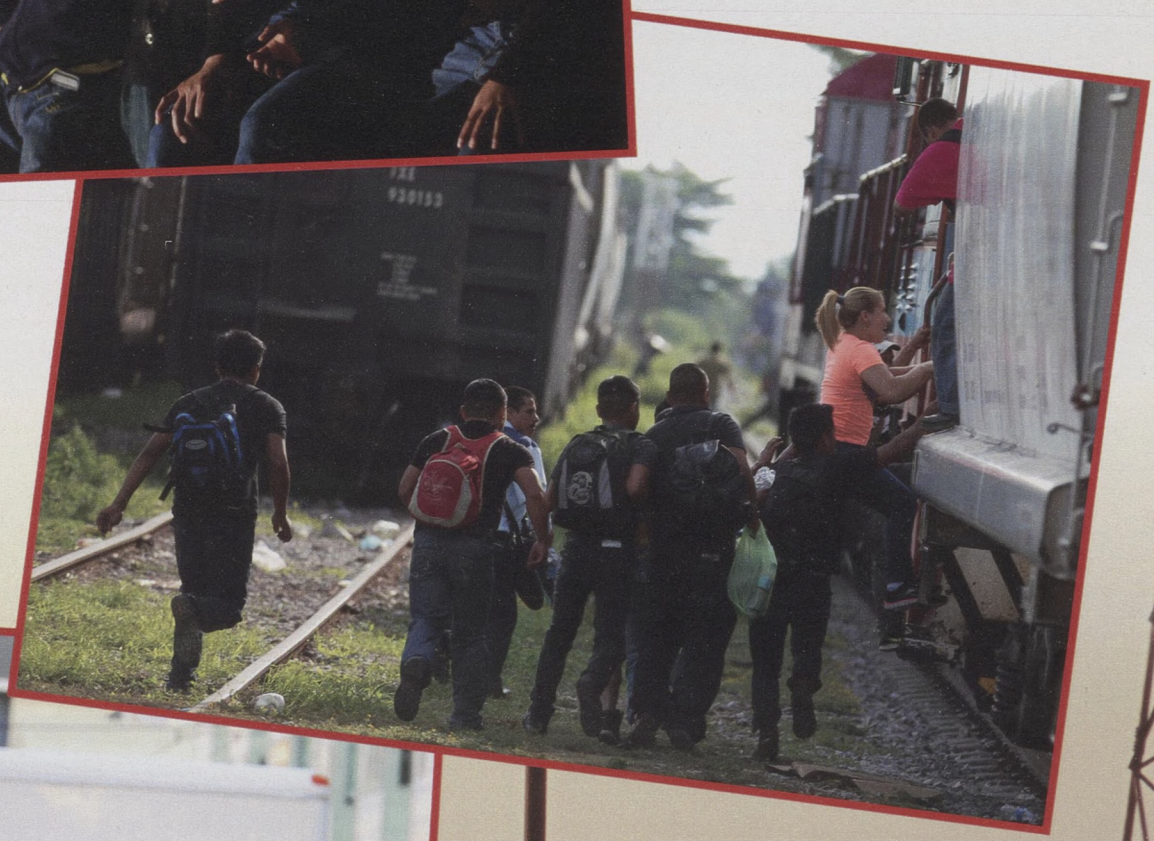
Since then, CAFTA, along with NAFTA, has been blamed for the refugee crisis along the U.S.-Mexico border.

Last summer, the Rev. Richard E. Pates, the Catholic bishop of Des Moines, visited three CAFTA countries: El Salvador, Guatemala and Honduras. He wrote a letter to U.S. Secretary of State John Kerry about the poverty, brutality and oppression spawned by CAFTA:

"We frequently heard during our visit, from Church leaders as well as representatives of civil society, that the implementation of the Central American Free Trade Agreement (CAFTA), and similar trade policies, has in many cases devastated small agricultural producers and businesses in the region, while depressing labor conditions and wages. As an example, U.S. corporations, receiving significant subsidies and other protections from our government, have been able to export corn and other agricultural products to Central America, driving down local prices for these products and forcing rural families off their lands.

"We must recognize that there are correlations between these harmful trade practices and the deplorable conditions that lead to poverty, increased unemployment (especially among the young), violence, trafficking and the resultant push for migration," Bishop Pates wrote.

The Congressional Progressive Caucus reached the same conclusion in a report issued last summer. According to the report, "free trade agreements, including the North American Free Trade Agreement (or NAFTA) and the Central America Free Trade Agreement (or CAFTA) have led to the displacement of workers and subsequent migration from these countries." The report adds: "Multilateral development banks have funded projects with disregard to the local impact on community jobs and small farmers."



NAFTA
KILLS!

FALSEHOODS CONTINUE TO PERVADE U.S. PUSH FOR GREATER TRADE

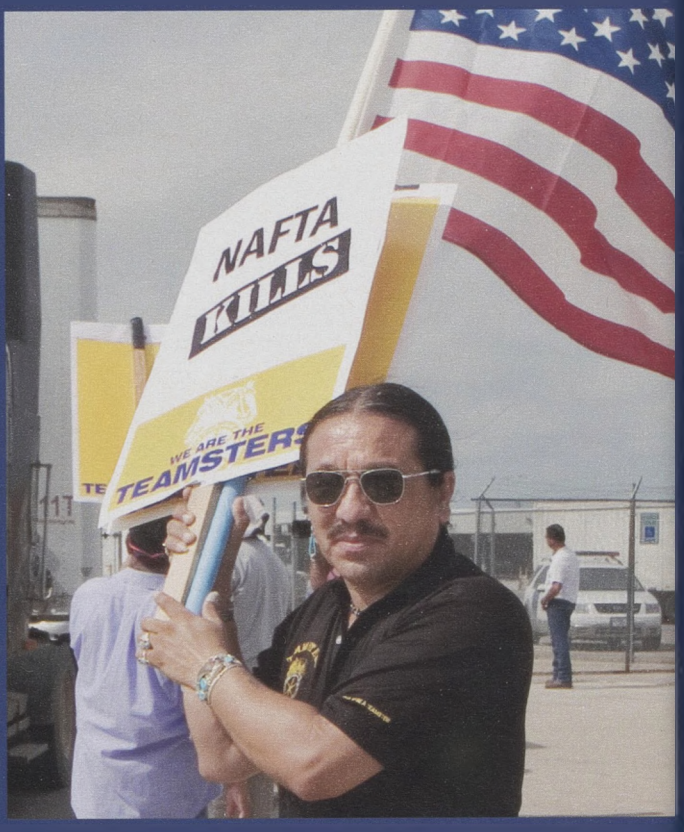
FREE TRADE'S TOLL

Increasing so-called "free" trade across the globe has been a rallying cry for U.S. leaders for more than two decades. Supporters have insisted such deals would lead to more jobs and a better economy. But it has been nothing but a boondoggle at the expense of the American worker.

The constant drip-drip-drip of job loss that began 21 years ago with the enactment of NAFTA has led to a flood of lost jobs since then. The U.S.-Mexico-Canada trade pact resulted in 1 million lost jobs, but even that pales in comparison to the approval of permanent normalization of trade relations with China. The decision to allow the world's most populated communist nation into the World Trade Organization in 2001 has cost 3.2 million American jobs according to the most recent numbers. About three quarters of those have been in manufacturing. Every congressional district except one has been negatively impacted by that decision.

That is why the Teamsters and other fair trade advocates are wary of pending trade deals like the Trans-Pacific Partnership (TTP) and Transatlantic Trade and Investment Partnership (TTIP). And it is why the union is working hard to ensure Capitol Hill doesn't blindly implement them.

"Workers know all too well what happens when unfair trade deals are allowed to sail through Congress," said Teamsters General President Jim Hoffa. "We can't allow more agreements that give short shrift to hardworking Americans while hollowing out communities. If we want to ensure a healthy middle class, lawmakers can't just quickly approve these secretive deals."



Fast Track

The time for Congress to act is now. The first step is to defeat fast-track trade promotion authority, which would allow agreements like TPP and TTIP to glide through Capitol Hill without being amended. Lawmakers would essentially be rubber-stamping whatever deal is put before them. They would be abdicating their responsibility under the U.S. Constitution to review trade agreements before this country enters into them.

The Senate Finance Committee has been busy reviewing old-model fast-track legislation that would hurt Americans because it doesn't look out for workers. The Teamsters and their fair trade allies realize changes must be made to that model so it prevents thousands of jobs from being shipped overseas. Otherwise, it must be completely stopped.

Some lawmakers get it. In a letter sent to U.S. Trade Representative Michael Froman late last year, Sens. Elizabeth Warren (D-Mass.), Tammy Baldwin (D-Wis.) and Edward Markey (D-Mass.) wrote that fast track in its current form is a loser for hardworking Americans.

"We cannot afford a trade deal that undermines the government's ability to protect the American economy," they said.

"Enough is Enough"

A battle is also raging in the House, where leading voices like Rosa DeLauro (D-Conn.), Tim Ryan (D-Ohio), Mark Pocan (D-Wis.), Louise Slaughter (D-N.Y.), Keith Ellison (D-Minn.) and others have repeatedly spoken out about the dangers of the current incarnation of fast track.

They noted that given how little the public knows about the trade agreements currently being negotiated, it is madness to move ahead with fast track.

"Enough is enough: no more offshoring, no more NAFTA-style trade deals," DeLauro stated.

Democrats, however, are not the only ones raising concerns about fast track and trade. In fact, 19 House Republicans wrote House Speaker John Boehner (R-Ohio) in December asking him to slow down consideration of the provision, which proponents had hoped to push through at the end of 2014. And Tea Party leaders have been some of the most outspoken critics of the move to give the executive branch unfettered control over the trade process. They note it would suspend the "regular order" of Congress in order to give the White House "extra-constitutional power."

Most importantly, however, is that working people are against it as well. A 2014 poll conducted by Hart Research Associates and Chesapeake Beach Consulting found that by more than two-to-one, voters said they do not favor tampering with legislative procedure to push through a deal that will only help big business and the one percent. That's not going to help any lawmaker looking to stay in office.

That's why the Teamsters and their fair trade allies have spent the early part of 2015 contacting members of Congress and demonstrating outside of district offices across the country letting

them know about the big lie that is fast track And it's why union members need to keep up that drumbeat by contacting their elected officials and doing the same.

TPP

The issues with trade, however, go much deeper than fast track.

For example, TPP—the largely secret 12-nation Pacific Rim trade deal that negotiators are desperately trying to complete after years of talks—is chock full of problems that will hurt workers not only in the U.S. but abroad. Pay and working conditions will deteriorate while the public will be exposed to more unsafe products and food.

"The TPP is not just another free trade agreement," Sen. Bernie Sanders (I-Vt.) wrote in a letter sent to U.S. Trade Representative Froman earlier this year. "It has broad economic and political implications for the entire economy, national sovereignty, health care, the environment, national security, and the federal budget, among other things."

Deficits

In the wake of NAFTA's enactment, the U.S. has shipped jobs overseas while running up increasingly large trade deficits—not only with Mexico and Canada, but other nations like China.

A report by the Economic Policy Institute (EPI) shows that between 1993 and 2010, America's trade deficit with Mexico grew from $1.6 billion to $97.2 billion. And a Public Citizen report released last year placed the combined U.S. trade deficit with both Mexico and Canada at $181 billion.

Meanwhile, the trade deficit between the U.S. and China reached an all-time high last September at $35.6 billion for the month.

The U.S. also saw how NAFTA could affect industry as well. The agreement led to repeated litigation and eventually the creation of a three-year Mexican trucking pilot program in the U.S. that drew little actual interest from trucking companies located south of the border (see story on Mexican trucking on page 18).

Dairy

Certain industries could be hit particularly hard if the TPP moves forward.

The Teamsters, who represent 30,000 dairy workers in the U.S. and 10,000 in Canada, are concerned about possible changes made to the North American dairy market. Opening it up to more foreign competition would cause companies here to lose market share due to nations like New Zealand having a largely nationalized dairy sector. That's unfair to dairy workers on this continent.

"New market access for New Zealand's monopolistic dairy sector would be especially damaging to U.S. dairy farmers and those who produce and process nonfat dry milk, butterfat or cheese," a letter from 12 dairy organizations sent to Congress states.

DRIVE

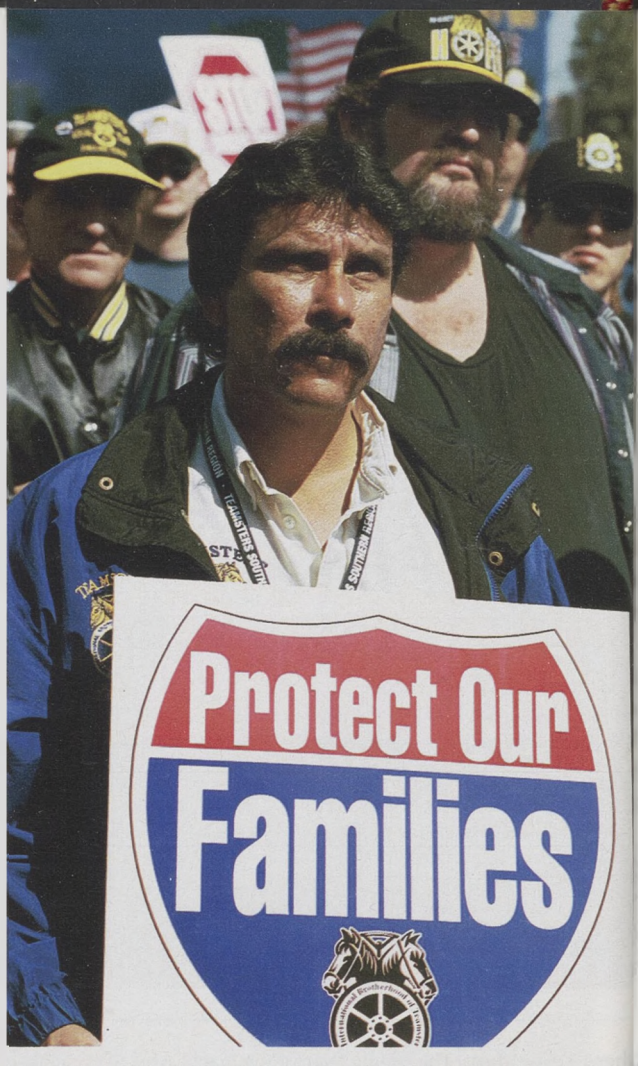
JOIN AND TAKE A STAND FOR WORKING FAMILIES

By joining DRIVE (Democrat, Republican, Independent Voter Education), the Teamsters Union's political action committee, you are supporting grassroots campaigns by Teamster families to fight for legislation to help working Americans.

You can help build Teamster political power by joining the thousands of Teamsters who already contribute to DRIVE.

Joining DRIVE will help elect candidates who care about working people.

To join DRIVE, go to www.teamster.org/drive.



ISDS

But there are broader concerns to consider. The investor-state dispute settlement (ISDS) process, for instance, would allow foreign corporations to circumvent American courts and challenge American policies before a panel of private attorneys that sits outside our legal system. U.S. taxpayers could be forced to pick up the bill if a company prevails.

In a letter signed by Sens. Warren, Baldwin and Markey last December, the three lawmakers said such language could jeopardize this country's financial regulations and make the U.S. more susceptible to financial crises.

"We believe that the TPP should not include an investor-state dispute settlement process," they wrote. "Including such provisions in the TPP could expose American taxpayers to billions of dollars in losses and dissuade the government from establishing or enforcing financial rules that impact foreign banks. The consequence would be to strip our regulators of the tools they need to prevent the next crisis."

ISDS is also a major concern with regards to TTIP as well. There, the European Commission is claiming that any threats the language poses can be fixed by improving such provisions. But as Global Trade Watch found, that is unlikely to happen.

"Tribunals have a structural incentive to boost their caseload and increase their earnings by using broad interpretations of foreign investors' rights to rule in favor of cor-

porations, which decide if and when to initiate future cases, and against governments," the group wrote.

TPP Issues

Some countries are seeing the writing on the wall.

In TPP negotiations, representatives from Chile to Malaysia have raised concerns about the agreement and asked that the process be opened up so the public can have a greater say. They've questioned whether the trade deal will actually be good for workers or just for the corporations pushing for the pact's implementation.

But others have proven they're not interested in doing what needs to be done to make trade agreements fair. Japan, for example, has for years manipulated its currency so that its exports like automobiles are cheap in the U.S., but imports are too expensive and undesirable for its own people. The result is sky-high trade deficits for America and economic growth overseas while jobs and wages get cut at home.

And the undemocratic Vietnamese government sees the agreement as an opportunity to further validate the nation as it tries to emerge on the world stage. Inclusion in TPP would be seen as a badge of honor there in a nation that still engages in child and forced labor practices and has a minimum wage of less than $3 a day in parts of the country.

Secret Negotiations

There is also a question of secrecy. The lack of information is a big hurdle that the Teamsters and other allies want addressed when it comes to trade deals.

These deals should be opened to all to view and consider. The lack of transparency is part of the reason why allowing such agreements to be fast tracked is so devastating to the public.

When it comes to the TPP, it seems unlikely that anything will change. But that is not the case with TTIP. The EU, after an outcry on both sides of the Atlantic, announced in early January that it will publish the legal texts for the pact. While that doesn't change the quality of what is included, it's a start. At least those pushing for fair trade know what they are up against.

The Teamsters realize what is at stake with trade. That's why the union has been an active participant in helping to shape policy as part of the process while at the same time pushing back against language that would hurt hardworking Americans. Those efforts are magnified by getting the union's 1.4 million members educated and involved in the fight both at home and in Washington.

The risks are significant. Supporters of trade deals like TPP and TTIP say they favor "free" trade. Yet, they want to push through a process like fast track which inherently makes congressional consideration of such deals less democratic.

If these agreements are so good for America, they should be able to stand on their own. But they can't.

Here's why: They're not fair to workers. They let big corporations ship jobs overseas and dump wages and benefits overboard along the way. They lead to lost jobs, shuttered plants and hollowed-out communities. And in return the vast majority of Americans only gets unsafe goods and foods that make their families sick.

It's time the productivity of American workers showed up in their paychecks, and that means no more unfair trade deals.

How Trade Deals Such As TPP Threaten U.S. Jobs

In Conversation With **ROME ALOISE**, Director of the Teamsters Dairy Conference and International Vice President

How many dairy farmers and dairy manufacturers are represented by the Teamsters?

A: The Teamsters represent more than 30,000 workers at approximately 100 employers in the dairy industry across the country at approximately one-quarter of all Teamster locals.

Are foreign trade deals a threat to jobs?

A: Foreign trade deals are a threat to jobs, as they affect what (dairy) products are made, where and by whom. Every aspect of a global trade deal affects U.S. workers in some way. With regard to dairy, we are particularly concerned with market access issues, that is, what products manufactured in the United States will be able to be sold overseas vs. what imports from other countries will be able to be imported? If there is not an appropriate balance, it could cost U.S. workers' jobs.

We also are very concerned with labor standards including safety and wages that are called for in trade deals, and the degree to which these deals provide flexibility for companies to move jobs overseas at the expense of U.S. workers.

Does it matter where dairy products are produced?

A: At a time when there is a lot of talk about growing or sourcing food locally and regionally, it should matter to everyone how and where dairy products are produced.

We are equally concerned about the health and safety standards involved in production; particularly if we are talking about importing perishable products from other countries, or products with short shelf lives.

What can the average person do to prevent the TPP from passing?

A: The average person can do a number of things to prevent the Trans-Pacific Partnership (TPP), the current trade scheme, from passing. Since NAFTA, many trade deals and negotiations have taken place largely removed from public view. The best thing you can do is take time to educate yourself, and also to spread the word about the magnitude of these agreements, and how they have the potential to affect every aspect of American economic life in the coming decade.

The next best thing, as always, is to engage with your local and federal elected officials, particularly by contacting your Senators and Representatives and asking them, if they do not already do so, to oppose fast track or "TPA" legislation, which is the mechanism that would cram this bad deal through Congress.

Congress must make sure this trade deal doesn't open the door to unfair competition. The dairy industry is too important to our economy and our food supply.

"The best thing you can do is take time to educate yourself, and also to spread the word about the magnitude of these agreements, and how they have the potential to affect every aspect of American economic life in the coming decade."

–ROME ALOISE

BIPARTISAN AGREEMENT MAY NOT BE ENOUGH

BUY AMERICAN

The "Buy American" federal procurement program has been a smashing success for American businesses and workers. That's why more than 130 House Democrats and Republicans are pushing to make sure it isn't traded away as part of the 12-nation Trans-Pacific Partnership (TPP).

Lawmakers signed onto two different letters recently that called on the Obama administration to protect the more than 80-year-old program from being phased out as a condition included in the Pacific Rim trade agreement. Such a move would hurt the U.S. economy and employment while funneling American tax dollars into the pockets of other nations.

"We must buy America to build America, and government procurement policy is no exception," said Rep. Donna Edwards (D-Md.) a leader behind one of the letters. "Since 1933, buy American policies have helped create jobs, grown our economy and strengthen domestic manufacturing."

That letter, signed by 121 mostly Democratic House members, points out that buy American rules have helped create strong middle-class jobs in the U.S. It also notes that the TPP would gut the program, resulting in "large sums of U.S. tax dollars being offshored and invested to strengthen many other countries' manufacturing sectors, rather than our own."

A separate letter signed by 14 House GOP lawmakers took a similar tone. It said scrapping buy American requirements that give preferential treatment to American companies is a non-starter. "We fear the proposed TPP terms will result in U.S. tax dollars being offshored and invested to strengthen other countries' manufacturing sectors, rather than these tax dollars being spent at home to improve our own economy," it stated.

If buy American is ended, American companies would be the big losers. The U.S. federal procurement market is more than 10 times larger than all the other prospective procurement markets combined. So in essence, the U.S. would be trading preferential access to the $556 billion American federal government procurement market in exchange for just $53 billion worth of new national procurement markets overseas.

Also, does it make sense to potentially turn over the U.S. military manufacturing keys to Chinese-owned Vietnamese companies that would be privy to state secrets? As Teamsters General President Jim Hoffa recently wrote in The Detroit News: "Hell no!"

It is rare indeed for any issue in Washington to receive support from both sides of the aisle. But here you have it. No matter what the politics might be, axing buy American is a big mistake.

NEW BATTLE AGAINST UNSAFE MEXICAN TRUCKS

Teamsters Continue Fight for Safety on American Highways

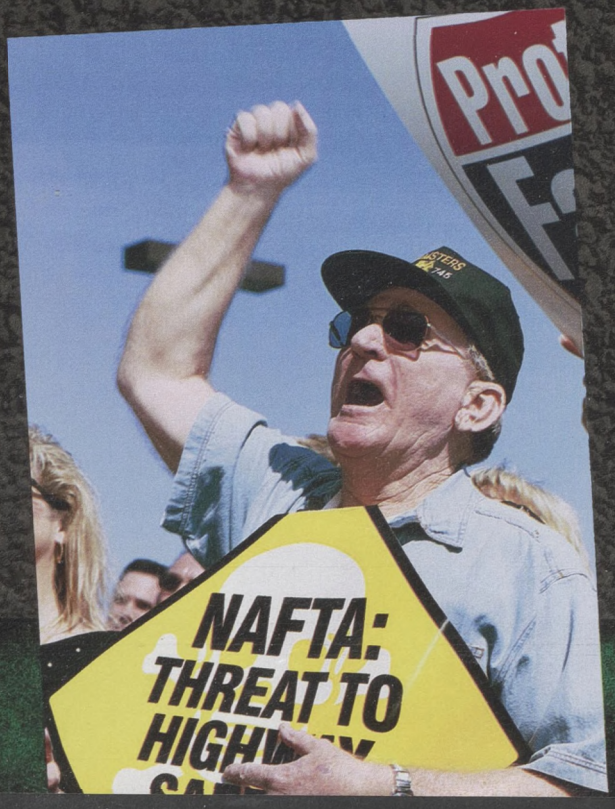
The Teamsters are fighting hard against the U.S. Department of Transportation's decision to open the border to Mexican trucks. It's a continuation of the long fight to prevent Mexico's notoriously dangerous trucks from driving anywhere on U.S. highways.

Teamster opposition kept the border closed to Mexican trucks even after NAFTA took effect on Jan. 1, 1994. In February 2001, a NAFTA tribunal ruled the U.S. had to open the border to Mexican trucks, but could take steps to ensure highway safety.

The Bush administration in September 2007 launched a "demonstration program" to allow Mexican trucks to travel throughout the United States. The program lasted for a year and a half while the Teamsters lobbied Congress to end it. The Bush administration in September 2007 launched a "demonstration program" to allow Mexican trucks to travel throughout the United States. The program lasted for a year and a half while the Teamsters lobbied Congress to end it. In March 2008, Congress passed a bill cutting off funding for the program, but President Bush ignored Congress and kept the program going. Soon after President Obama took office in 2009, he followed Congress's instructions and ended the Bush demonstration program.

Mexico then retaliated by imposing $2.4 billion in tariffs on 80 products it imports from the United States.

With prodding from the Teamsters, Congress ordered the Transportation Department to let some Mexican trucks use U.S. highways only as part of a rigorously supervised pilot program.



The pilot program, which started in 2011, couldn't just pick a handful of the safest carriers in Mexico to participate. Congress passed a law requiring a representative sample of Mexican carriers to take part in the pilot program before the border could be opened.

As another precaution, Congress ordered the Transportation Department's watchdog, the inspector general, to report regularly on the pilot program.

In December 2014, the inspector general reported the pilot program failed under the law. Only 15 carriers participated in it, and it is therefore impossible to know if Mexican trucks are safe enough to drive on U.S. highways.

The inspector general also reported the Transportation Department couldn't inspect enough carriers in Mexico because of the danger to transportation inspectors. The Teamsters have long argued that letting Mexican trucks travel in the United States was unfair because American truckers don't want to travel in Mexico because of the ongoing drug war.

Shocking news was announced in January. First, the Transportation Department decided to open the border to Mexican trucks even after the pilot program failed under the law.

Second, the Transportation Department had already secretly allowed 351 Mexican trucking carriers to drive wherever they wanted to in the United States. Transportation officials claimed NAFTA allowed them to do it under "direct foreign investment" provisions of the treaty.

"This policy change by the DOT flies in the face of common sense and ignores the statutory and regulatory requirements of a pilot program," Teamsters General President Jim Hoffa said in a statement. "Allowing untested Mexican trucks to travel our highways is a mistake of the highest order and it's the driving public that will be put at risk by the DOT's rash decision."

The Teamsters are gearing up for more battles to prevent dangerous Mexican trucks from jeopardizing the traveling public. All options are being explored. Hoffa fired off a letter to Transportation Department Secretary Anthony Foxx to say opening the border to Mexican trucks jeopardized U.S. highway safety.

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January 12, 2015

The Honorable Anthony Foxx
U.S. Department of Transportation

Dear Mr. Secretary:

I am shocked that your department has decided to ignore the findings of the DOT Inspector General (IG), and move forward in granting operating authority to Mexican-domiciled carriers to conduct long-haul trucking operations into the United States. In doing so, I strongly believe that you have put highway safety and the traveling public at greater risk.

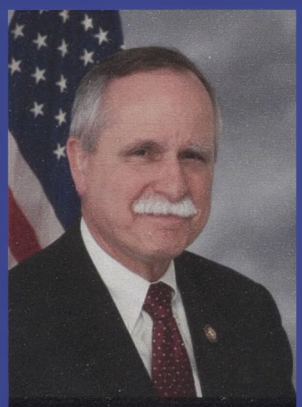
The IG was clear that the pilot program lacked an adequate number of participants, and that it could not be determined with confidence that the carriers participating in the program would be representative of Mexico-domiciled carriers seeking long haul operating authority in the future and most importantly that the safety performance of this unknown population could not be determined. This was confirmed by the Department's own Motor Carrier Safety Advisory Committee. How then does your department side-step these conclusions and move forward with expanding operating authority to additional Mexico-domiciled carriers.

Public Law 110-28, U.S. Troop Readiness, Veteran's Care, Katrina Recover, and Iraq Accountability Appropriations Act, 2007, Section 6901 is clear that funds can only be expended to grant operating authority to a Mexico-domiciled motor carrier to

For the complete letter, visit www.teamster.org.

Talking Trade

Rep. Mark Pocan (D-Wis.)



Rep. David B. McKinley (R-W.V.)

TWO MEMBERS OF CONGRESS DISCUSS TRADE ISSUES

Teamster magazine interviewed two members of the U.S. House of Representatives, one Democrat and one Republican, on trade issues. Rep. Mark Pocan, a Democrat, represents Wisconsin's second congressional district, and Rep. David B. McKinley, a Republican, represents West Virginia's first district.

Why is trade policy important to American workers?

REP. POCAN: It is critical we put a priority on American jobs and ensure workers have access to reliable, family-sustaining employment. Our trade policies must protect American jobs and promote products made here in the United States.

REP. MCKINLEY: We live in a global economy and what happens half way around the world can have an impact on Main Street in your hometown. Rather than ensuring America competes on an even playing field with foreign countries, too often our trade policies have given foreign countries unfair advantages, resulting in job losses and lower wages. While negotiations over workers' rights and intellectual property in Vietnam and other countries may seem far away from the everyday concerns of most families, trade policy can have a very real impact on their future.

How has NAFTA harmed working families?

REP. MCKINLEY: The legacy of NAFTA is fewer manufacturing jobs and stagnant wages. An estimated 700,000 good paying manufacturing jobs have left America, while wages for the average American family have been stagnant since the mid-1990s when NAFTA took effect. These jobs have largely been replaced with lower wage service industry jobs. Any future trade agreements similar to NAFTA must be scrutinized for the impact they will have on American working families. We can't build our economy on part time wages. A thriving middle class is important for our country and NAFTA and other unfair trade deals have hurt that.

REP. POCAN: NAFTA has had a devastating impact on our manufacturing industry and working families across America. According to the Bureau of Labor Statistics, 5 million Americans have lost manufacturing jobs since the passage of NAFTA. Meanwhile, as a small business owner, I've seen the number of American-made products dwindle since the agreement was passed.

What should our elected representatives be doing to protect American workers with regard to trade?

REP. POCAN: Too often we see politicians supporting policies that ship jobs overseas, leaving American workers in the dust. We need elected officials who will stand up for job-creating policies to protect workers and support American manufacturing.

REP. MCKINLEY: America's elected leaders need to listen to the concerns of their constituents. We hear often from businesses and workers who bear the brunt of unfair trade. We have listened and stood up for them by opposing unfair trade agreements. As we begin 2015, the next big fight is on Trade Promotion Authority being sought by President Obama. This authority would make it easier to finalize large-scale trade agreements with Asian and European countries, and minimize the input Congress can have. If we can prevent Trade Promotion Authority from passing Congress, it will be harder to push through TPP and TTIP.

How can Teamsters make their voices heard in this debate?

REP. MCKINLEY: You can count on the pro-free trade supporters making their voice heard in Washington, so it's imperative your members weigh in with their elected representatives. Whether it's a phone call, letter, email, or meeting in the district or in Washington, Teamsters should make sure their members of Congress understand the impact unfair trade has on jobs in their districts. There is a lot that readers of this magazine and rank-and-file members can do to make their voices heard, and I hope they speak up in this debate.

REP. POCAN: Teamsters must continue to stand up to the special interests who promote trade agreements that hurt workers. We need a large grassroots presence standing in opposition to harmful trade agreements and the Teamsters serve as a critical voice in support of our middle class.

Do you see similarities in how TTP and TTIP are being sold to Americans with how NAFTA was sold?

REP. POCAN: Just like NAFTA, TPP and TTIP are being rammed through Congress with the use of Fast Track Authority, thus shutting down necessary discussion over concerns ranging from the protection of American workers to human rights abuses abroad. Each of these deals extends far beyond traditional trade business, and the American people deserve a thorough debate over whether these agreements are in the best interest of the United States.

REP. MCKINLEY: When NAFTA was being sold in the early 1990s there were many grand promises made about the benefits of free trade with Mexico and Canada. The potential negative effects on jobs were downplayed. The same arguments are being used today. Also, "fast track" trade authority was used to pass NAFTA as well. By giving the President sole discretion to carry out trade negotiations, Congress has made itself a rubber-stamp for decisions made by the Executive Branch. Americans should demand their elected representatives write their laws, not one person in the White House.

Giving unsafe Mexican trucks unfettered access to U.S. highways was a component of NAFTA that the Teamsters are still working to halt more than 20 years after NAFTA's passage. What should that tell people about these trade agreements?

REP. MCKINLEY: The fact that we're still trying to address problems with NAFTA more than 20 years later should be a reminder that the consequences of trade agreements—whether intended or unintended—are long-lasting and difficult to undo. Rather than trying to go back and fix these problems after the fact, we should stop unfair trade deals before they even happen. That's our opportunity this year and we will need your help.

REP. POCAN: This example highlights the need for aggressive examination of how trade agreements impact the livelihood of families both in the United States and abroad. It is unacceptable to implement policies lacking the type of rigorous oversight necessary to maintain our safety and security.

TISA: The Newest Bad Trade Deal

Add this to the list of bad international deals aimed at increasing corporate profit: the Trade in Services Agreement (TISA).

Like the Trans-Pacific Partnership (TPP) and Transatlantic Trade and Investment Partnership (TTIP), TISA has little to do with lifting trade barriers. And, like TPP and TTIP, it is a mega-deal involving many countries.

Its purpose is to deregulate services in both the government and private sector in order to increase corporate profit. It seeks to limit the role of democratic governments to regulate in the public interest. As a result, it could lower wages and working conditions for tens of millions of workers who provide services. Worse, TISA could take away their jobs.

And yet the American public is even less aware of TISA than it is of the two other looming mega-deals. The International Brotherhood of Teamsters is working hard to shine a light on the threat posed by TISA. To that end, the Teamsters are working closely with Public Services International, a global union federation of public sector trade unions representing 20 million working women and men who deliver public services in 154 countries.

The Teamsters and PSI held a historic international summit in 2014 in Washington, D.C., to discuss how trade-in-service agreements would have devastating results on public service jobs. Also present were members of Congress, the AFL-CIO and the American Federation of Teachers.

"The Teamsters Union and the other unions represented at this summit oppose trade deals that threaten service sector workers just as we always have for workers who produce goods that families rely on," said Teamsters General President Jim Hoffa.

Dave Prentis, PSI's president, said there is a need to educate the public so rank-and-file workers better understand the challenges they could face under the TPP, TTIP or TISA. "Our aim is a completely new debate about whether these agreements are helping workers," he said.

Threat to Public Services

Like other mega-deals like TPP and TTIP, TISA is being negotiated in secret and, apart from occasional leaked documents, little is known about what's in it.

Public Services International is leading the effort to keep tabs on this agreement and research its potential impacts.

Rosa Pavanelli, PSI's general secretary, warned the consequences could be dire.

"The new wave of trade agreements are about far more than trade," Pavanelli said. "They enshrine the power of corporations in ways only loosely related to trade. They lock in liberalization, promote privatization and restrict governments' right to regulate."

PSI points out that public services are designed to provide vital social and economic necessities, such as health care and education. They exist because markets won't necessarily produce affordable services for people who need it. Public services also exist, argues PSI, to make sure competition is fair and to prevent economic, social and environmental disasters.

"Trade agreements consciously promote commercialization and define goods and services in terms of their ability to be exploited for profit by global corpora-

tions," Pavanelli said. "Even the most ardent supporters of trade agreements admit that there are winners and losers in this rigged game."

The losers could be corrections officers, doctors, public health nurses, water quality technicians, teachers, sanitation workers, mail carriers and social workers.

Ironically, TISA is being negotiated at a time when there is a backlash against privatization. Many states and municipalities burned by high costs and poor performance of private service providers are bringing those services back under the government's control. Last year, Maryland passed a law banning private contractors from contracting with the state if they broke the law.

In Oregon, Nebraska and Connecticut, legislatures passed laws requiring more supervision of private contracts. Nineteen states had legislation introduced that would let taxpayers reclaim control of public services.

But TISA negotiators have a trick up their sleeves. The TISA would limit and possibly ban the return of privatized services to governments. According to PSI, TISA would "prevent governments from creating or reestablishing public monopolies or similar 'uncompetitive' forms of service delivery."

It would also lock in any privatization of government services. PSI explains that "if a government did decide to privatize a public service, that government would be unable to return to a public model at a later date."

Private Sector

What is especially troubling about TISA is the potential breadth of its scope. It would apply to every possible means of providing services internationally, including:

- Cross-border services such as telemedicine, distance education or internet gambling;
- Consumption abroad, such as tourism or medical tourism;
- Foreign direct investment, such as a bank setting up a branch in another country or a multinational corporation providing municipal water or electricity services;
- Temporary movement of people, such as when nurses, housekeepers or corporate executives travel abroad temporarily to provide services.

That list could include private-sector workers such as locomotive engineers, airline pilots, bus drivers, truck drivers and warehouse workers.

TISA could well allow foreign airlines to operate within the United States or foreign investors to own U.S. airlines.

It could exempt foreign drivers from the requirement that they have U.S. drivers' licenses or the equivalent, or it could exempt them from drug tests.

It could vastly expand the number of work visas allowed in each country by striking the requirement that companies demonstrate a shortage of workers. In other words, more migrant workers could flood the U.S. market, hired by bad-actor employers who will pay them little and lower the wages of their American competitors.

TISA could also affect public interest regulations that affect services. The deal could actually allow corporations to challenge local water quality standards, municipal zoning laws, permits for toxic waste disposal services, tobacco regulations, alcohol restrictions, accreditation of educational institutions and degree-granting authority.

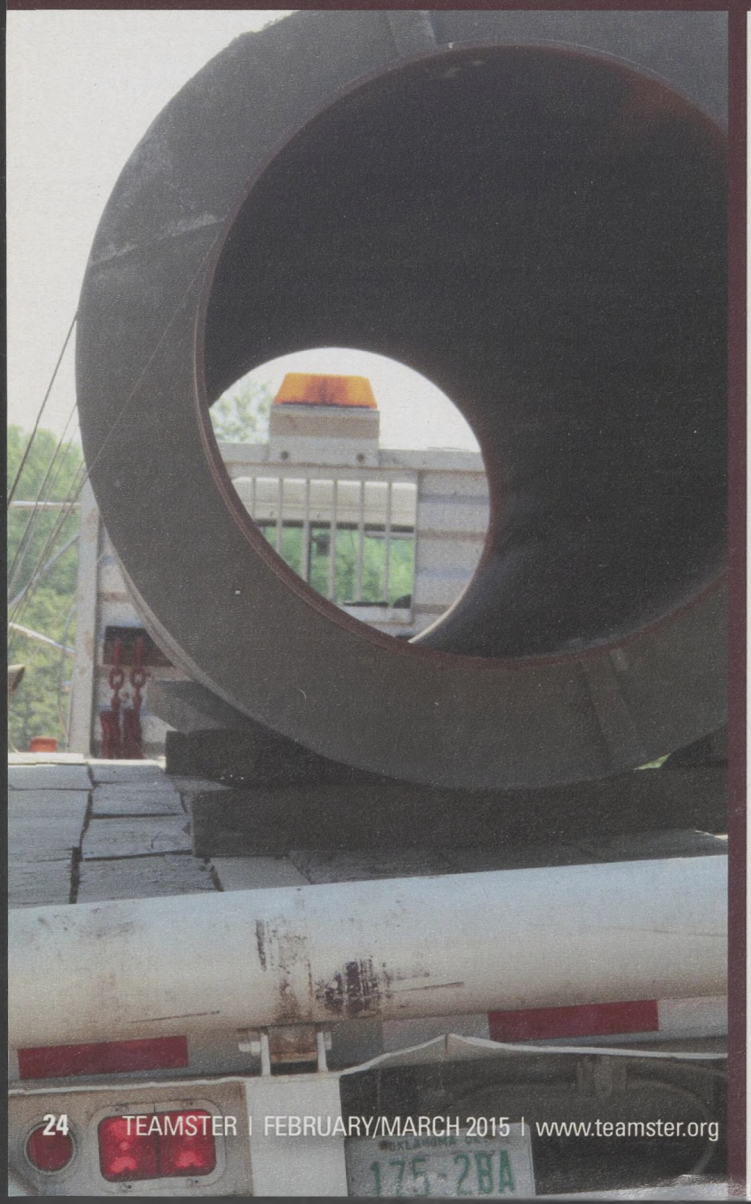
It should be no surprise that TISA negotiators have no plans for enforceable labor and human rights protections. That could create a nightmare scenario in which labor recruiters charge exorbitant fees to lure impoverished workers, hold their passports and travel documents hostage and keep the workers in virtual slavery.

The scope of the negotiations is truly alarming. Currently, the talks include 23 governments representing 50 countries. The current negotiating parties are Australia, Canada, Chile, Chinese Taipei (Taiwan), Colombia, Costa Rica, Hong Kong, Iceland, Israel, Japan, Liechtenstein, Mexico, New Zealand, Norway, Pakistan, Panama, Paraguay, Peru, South Korea, Switzerland, Turkey, the United States, and the European Union, representing its 28 member states. Talks began in 2012 and it is unclear when they will be concluded.

PSI, in a report, characterized the deal as part of an "alarming new wave of trade and investment agreements founded on legally-binding powers that institutionalize the rights of investors and prohibit government actions in a wide range of areas only incidentally related to trade."

"It will be the same for service workers as it is for the manufacturing workers – the bosses get their NAFTA and their CAFTA and the workers get the SHAFTA," Hoffa said. "And with the Trans-Pacific Partnership (TPP) and the Transatlantic Trade Investment Partnership (TTIP) looming, as well as the lesser-known Trade in Services Agreement (TISA), there is reason for real concern."

BUILD THE



Jobs might not be in such short supply like they once were. But good-paying jobs still are. That's why the Teamsters Union supports the Keystone XL pipeline project that would allow North America to produce more of the world's oil supply.

Completing the final segment of the pipeline would employ upwards of 2,500 Teamsters and would infuse millions of dollars into local economies.

How's that possible? Because a project of this magnitude will require thousands of pieces of equipment like American-made vehicles to be purchased, and those vehicles will need to be kept up with new parts. Similar projects have resulted in automotive companies building facilities to service vehicles. There is no reason to think that wouldn't happen here as well.

For communities closer to the construction of the pipeline, workers living nearby will add handsomely to their local tax bases. Rent, food and the everyday living expenses will pump dollars into the wallets of local residents. Infrastructure improvements will also need to be made as part of the project to shore up roads and improve wetland areas.

Finish the Pipeline

As it stands, the southern portion of the pipeline has already been completed and produced millions of hours of work and positive economic benefits for the local communities in which it was constructed. The project is a shot in the arm to many rural towns that need it the most.

In total, the construction of the Keystone XL pipeline would

KEYSTONE XL PIPELINE

TEAMSTERS URGE APPROVAL OF PROJECT

contribute approximately $3.4 billion to the U.S. gross domestic product. It would support a combined total of 42,100 jobs and approximately $2 billion in earnings nationwide.

Many years of review by 10 federal agencies, as well as numerous state and local agencies, is sufficient. Keystone has had the most exhaustive review and analysis of any infrastructure project in U.S. history.

There are even more positives, as the pipeline would allow greater oil security for North America and make us rely less on other oil-rich parts of the world, where conflict continues to reign.

America needs more good-paying jobs that support middle-class families. This project supplies them.

Teamster Support

The Keystone XL pipeline has been in the works for more than seven years now, and the Teamsters Union has been pushing for the pipeline the entire time.

In fact, Teamsters General President Jim Hoffa, along with three other international union leaders, wrote a joint letter to Hillary Clinton when she was secretary of state, urging the State Department to approve the pipeline project.

Noting the game-changing economic benefits of the Keystone XL project, the four union presidents called on Secretary Clinton "to approve a Presidential Permit for Keystone XL so that the American worker can get back to the task of strengthening their families and the communities they live in."

The Keystone XL project is a privately funded, planned 1,959-mile, 36-inch crude oil pipeline stretching from Hardisty, Alberta and moving southeast through Saskatchewan, Montana, South Dakota and Nebraska.

It will link up with a portion of the pipeline that will be built through Kansas to Cushing, Oklahoma and facilitate take away capacity from U.S. hubs located on the pipeline. The pipeline will then continue on through Oklahoma to a delivery point on the Gulf of Mexico.

"Highly Skilled Workforce"

Sean McGarvey, President of North America's Building Trades Unions, upon the release by the U.S. Department of State of the Keystone XL pipeline Environmental Impact Statement (EIS):

"Any discussion of the Keystone XL pipeline project should center on the fact that it will be constructed by the safest, most highly skilled workforce in the world; in accordance with the strictest environmental and safety standards; and subject to a Project Labor Agreement that will ensure family-sustaining wage and benefit standards.

"We have been patient while this project underwent the most exhaustive review and analysis of any infrastructure project in the history of the United States," McGarvey said. "The Keystone XL pipeline has now been awaiting regulatory approval for more than five years. There are no more excuses for delaying this project. The time to construct this pipeline is now."

The **DRIVE** *for Working Families*

Working families sat out the 2014 elections and the results showed. Anti-worker legislators were elected at the state and federal level across the board. However, the Teamsters led successful efforts to pass pro-worker legislation in numerous states and 2014 was a particularly good year in politics for working families in one state – California.

State Minimum Wage Wins

The Teamsters Union is about obtaining the maximum wage and benefits package for its members. However, the minimum wage is the first step in moving up the economic ladder.

In November, voters in five states ratified proposals to raise the minimum wage – Alaska, Arkansas, Illinois, Nebraska and South Dakota. Earlier in 2014, then-Massachusetts' Gov. Deval Patrick signed legislation creating a higher minimum wage.

"All workers benefit from a raise in the minimum wage rate," said Jim Hoffa, Teamsters General President. "A rising tide lifts all boats; therefore, fighting for higher wages at the federal level has a positive impact on the wage rates for working families in all industries. We will continue to push for a higher minimum wage as much as we do for safer working conditions and improved benefits."

On the local level, voters in San Francisco voted to raise the minimum wage to $15 per hour by 2018. Oakland voters passed a ballot initiative raising the minimum wage to $12.25 per hour in 2015, but also ties future increases to inflation. Oakland's measure also included paid sick days for workers.

In Wisconsin, voters in nine counties and four cities also raised the minimum wage.

Key Election Victories

In Pennsylvania, Teamster-backed candidate Tom Wolf easily defeated anti-union Gov. Tom Corbett's bid for reelection. Corbett was widely panned for pushing for right-to-work (for less) legislation and a paycheck deception bill.

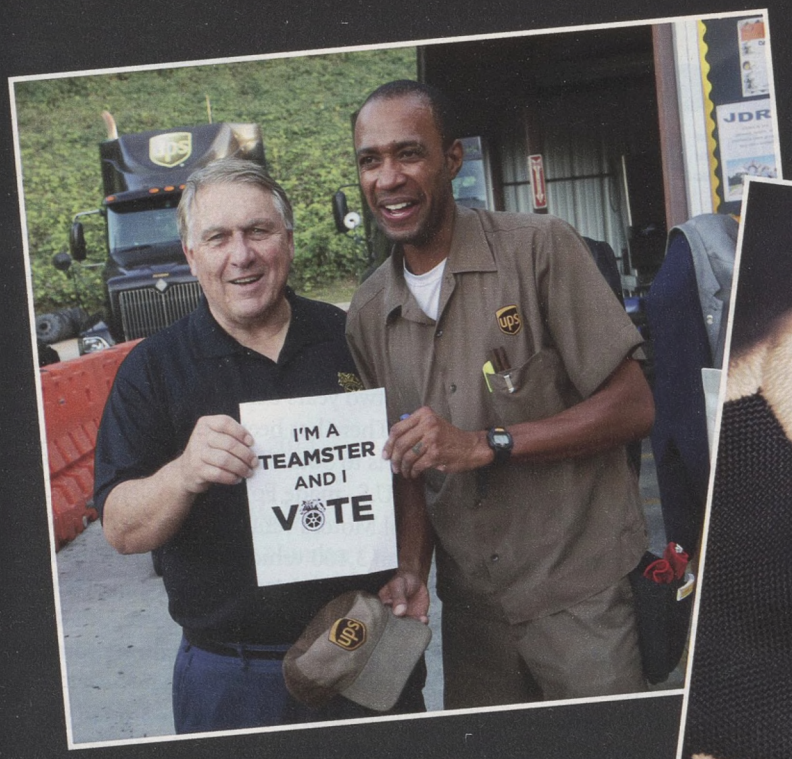
"We were able to mobilize our members statewide and join with other unions in the state to elect Tom Wolf, a pro-worker, pro-union leader," said Bill Hamilton, International Vice President and President of the Pennsylvania Conference of Teamsters. "In addition to active rank-and-file members stepping up their pressure at the voting booths, our retirees joined in to make sure that the former governor was shown the door."

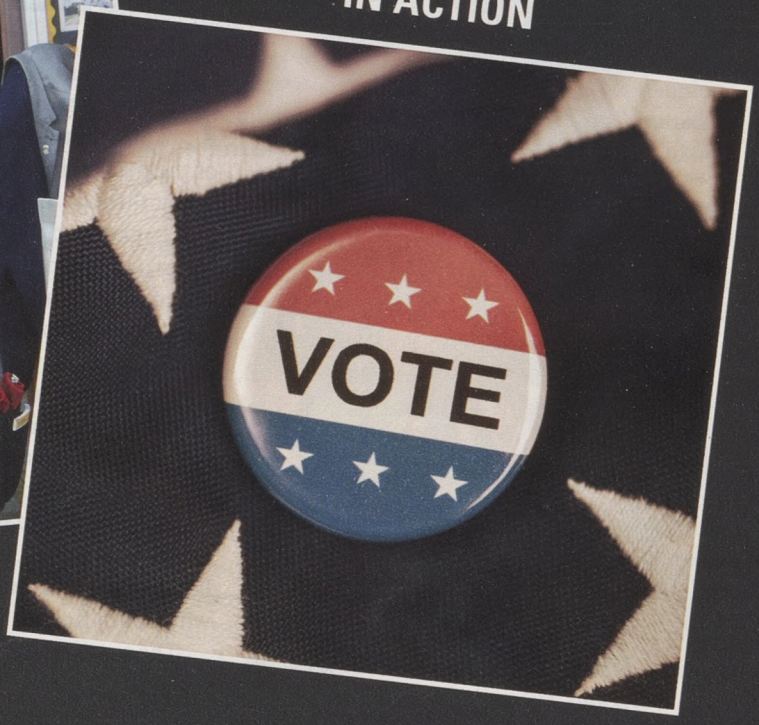
Right-to-work (for less) and paycheck deception legislation are both designed to weaken unions' power and silence workers. Teamsters nationwide have been fighting any efforts by lawmakers to institute such legislation.

Anti-worker governors in Michigan, Ohio and Florida were re-elected while pro-worker candidates held on in Colorado and Minnesota. Local Teamster participation made the difference in Colorado and Minnesota as members participated heavily in early voting, Election Day turnout and community education.

California Legislative Strategy

California Teamsters, led by Joint Councils 7 and 42, sponsor voter registration drives, candidate rallies and voter turnout programs every election cycle. With continued





TEAMSTERS POLITICS IN ACTION

success in electing pro-worker candidates, the legislature passed some of the most pro-worker legislation in the country in 2014, proving that electing pro-worker candidates can make a huge difference for working families.

In late September, Gov. Jerry Brown signed AB 1897 into law. The legislation holds employers accountable when the temp agency they use violates California labor laws such as overtime, workers' comp and health and safety regulations. Since employers throughout the state are increasingly using temp agencies, especially in warehousing, distribution, food processing and solid waste/recycling, the new legislation helps level the playing field. The law came into force on January 1 and is the strongest of its kind in the nation.

Workers at Taylor Farms in Tracy, Calif., were a prime example of how employers were flouting the law by using temp agencies. When the 900 workers at Taylor Farms began organizing with Local 601, the company hired union busters to spread fear and intimidation. Workers stood up to blow the whistle on state labor law violations, only to be caught in a back-and-forth between Taylor Farms and its temp agencies. Now with AB 1897 on the books, employers will be held accountable for their actions.

Municipal Efforts

In Alameda County, Measure BB, legislation was passed that will allocate hundreds of millions of dollars for projects employing thousands of Teamsters. Joint Council 7 played a leading role in the campaign that enhances transportation infrastructure – creating and supporting Teamster jobs such as ready mix concrete drivers, locomotive engineers, trainmen, maintenance of way workers and paratransit drivers. The legislation also supports more than 500 Local 853 members at Gillig who make the only buses that are 100-percent made in America.

Joint Council 7 also helped elect the new mayor of Oakland, along with a clean sweep in Oakland's city council and school board races.

"Our members outdid themselves teaming up with Joint Council 7 and 42's political teams to be united in our drive to get the word out to the public about voting on issues of concern to working families," said Rome Aloise, International Vice President and President of Joint Council 7. "Without the strength that is inherent in our union, we wouldn't have been able to defeat the corporate interests that were working against us on AB 1897."

Southern California legislators submitted a variety of bills backed by the Teamsters, such as a bill extending film tax credits which will result in expanded job opportunities in the film industry, and a bill requiring the training of supervisors to prevent workplace bullying.

"By having Teamsters and other union support, both the film tax credit and bullying prevention bills were signed into law," said Randy Cammack, President of Joint Council 42. "Fighting for more good jobs and helping ensure that workplaces are safe are primary responsibilities of our union. We are proud to keep the pressure on lawmakers to enact laws which support working families. Together, our members, staff and officers worked on voter registration, our annual DRIVE campaign and lobbying efforts in order to bring about these successes."

SOUTH KOREA DEAL INCREASED THE TRADE DEFICIT

America's last bad trade deal cost tens of thousands of American jobs, but that won't stop advocates of the next bad trade deal from trying to ram it through Congress.

That last bad trade deal, with South Korea, went into effect in March 2012. So-called free traders promised it would create tens of thousands of American jobs. It didn't. In the first year, the deal increased the U.S. trade deficit with South Korea by $5.9 billion. That cost 40,000 U.S. jobs, mostly in manufacturing.

The growing trade deficit with South Korea continues to set records. In November 2014, the United States' $2.8 billion trade deficit was the highest ever with South Korea.

The auto industry has been especially hard hit. In each of the two years following the Korea trade deal, more than 184,000 additional Korean-produced Hyundais and Kias were imported and sold in the United States, compared with the two years before the deal.

There has been a tiny gain in U.S. exports to South Korea. Exports to Korea of U.S.-made Fords, Chryslers and General Motors vehicles increased by fewer than 3,100 vehicles annually in the first two years of the deal. But those have been swamped by a surge in auto imports that the administration promised would not occur.

So before Congress decides to grease the skids for the TPP, it's a good idea to remember the damage caused by the South Korean trade deal.

TEAMStar
Retiree Health Program

Reminder: Open enrollment period for the TEAMStar Retiree Health Program ends ~~**February 28, 2015.**~~ **March 31, 2015 (now extended).**

During this period, all Medicare-eligible Teamster retirees, their spouses or surviving spouses are **GUARANTEED ACCEPTANCE** with no waiting periods regardless of preexisting health conditions!

- **Group Buying Power** — TEAMStar rates are not available to the general public.
- **Freedom of Choice** — Choose your own plan that fits your needs. There are no provider lists or referral process. We believe it is important for you to choose your own doctors and hospitals.
- **Nationwide Acceptance** — TEAMStar is recognized and accepted by providers nationwide.

Rate schedules have not been increased for the fourth consecutive year in 2015. To receive an enrollment packet or enroll immediately over the phone, call **1-877-577-5148**. You may also visit **www.teamstar.com** for more information.

TEAMStar Member Testimonials

"I have never had a problem with the care and service I have received. It gives me peace of mind."
- Mario, Local 617 Member

"It is the best program, in all aspects. I recommend it to anyone."
- Vincent, Local 584 Member

"I rate your program and health service as one of the highest standards. Thank you for being my provider over the years."
- Thomas, Local 315 Member

"Our needs are always taken care of, in good time and accurately. We appreciate it more as we grow older."
- Maxine, Spouse of Local 962 Member

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: November 19, 2014

I. INTRODUCTION

This is Report Number One of the Independent Review Board for 2015 regarding activities conducted pursuant to the Consent Order. In this Report we will discuss two recently issued reports and also provide status updates on four existing Charge Reports against International Brotherhood of Teamsters Officers and Members, and two IRB Trusteeship Recommendation that you were informed of in some detail in previous Reports.

II. NEW REPORTS

A. TRUSTEESHIP, LOCAL 456, ELMSFORD, NEW YORK

On October 22, 2014, the IRB recommended to General President Hoffa that Local 456 be placed in Trusteeship because it is necessary to correct the corruption and financial malpractices at the Local, and because the Local is not being run for the benefit of its members.

The IRB found that the Local has financial control issues which enabled the principal officer to embezzle over $53,000, and the Secretary-Treasurer over $10,000. In addition, the Local officers allowed a person whom the IBT barred from participation in Local affairs to play an active role in the Local.

On November 6, 2014, Mr. Hoffa placed the Local in Trusteeship and appointed Thomas Gesualdi, President of Local 282, as temporary Trustee over Local 456 and Bernadette Kelly, International Representative, as the temporary Assistant Trustee.

B. PRESIDENT ROBERT ROBERGE, LOCAL 456, ELMSFORD, NEW YORK

On November 6, 2014, the IRB issued a Charge Report to Local 456 Trustee, Thomas Gesualdi. The Independent Review Board recommended that charges be filed against Local 456's President and Principal Officer Robert Roberge for embezzlement and breaching his fiduciary duties by causing the Local to pay, without a union purpose, approximately $53,734.78 between January, 2009 and August 2014, for restaurant charges in the Westchester County area, for himself, officers and employees of the Local and also for meals with a former officer who was barred from being involved in Local affairs. All these expenses were charged near the local. Roberge was present approximately 368 times when such restaurant bills were charged to the Local. There was no union purpose for these restaurant charges. Thus, Robergee embezzled approximately $53,734.78 in connection with these expenses. On their face, these were personal expenses of no benefit to the Local. Roberge did not, in Local records or in his testimony, present evidence that the charges were for a union benefit. Evidencing his intent to embezzle, Roberge submitted few, if any, itemized restaurant bills despite being required to do so by Section 17 (B) of the Local's By-laws and federal law.

In addition to charging 368 restaurant expenses with only Local personnel present, Roberge charged 134 restaurant expenses when meeting with the former Local President, Edward Doyle, Sr. while he was barred pursuant to an agreement with the IBT. From March 18, 2009 to June 2012, when Edward Doyle, Jr., the barred Doyle, Sr.'s son, had been the Local's President, Roberge and Doyle, Sr. met at restaurants which expenses Roberge charged to the Local ten times. From June, 2012 to June, 2014, after Roberge became President and Principal Officer upon Doyle, Jr.'s death, Roberge charged 124 restaurant expenses for meetings with Doyle, Sr. On many of these receipts, Roberge indicated the purpose of meeting with Doyle, Sr. was to discuss membership meetings, Local elections and other Local business.

In 2013, Local 456, located at 160 South Central Avenue, Elmsford, New York, had 3,722 members. Since approximately June 2012, Roberge has been the Local's principal officer. Roberge's 2013 salary from the Local was $217,122 and his reimbursed expenses were $22,342.

On November 14, 2014, IBT General President James P. Hoffa, in response to the November 6, 2014, IRB Charge Report forwarded to him from Local 456 Trustee Thomas Gesualdi, adopted and filed the charge.

III. PROGRESS OF EXISTING CHARGES

A. TRUSTEESHIP, LOCAL 36, SAN DIEGO, CALIFORNIA

On December 20, 2013 the IRB issued an Investigative Report recommending that Local 36 located in San Diego, California be placed in Trusteeship because the Local was not being operated in accordance with IBT's Constitution, the sole full-time officer and only one other full-time employee had been dishonest and the Local was not being operated for the benefit of the members. See IRB Report 2 for 2014, dated March 11, 2014, in the June issue of the TEAMSTER.

Local 36 was placed into Trusteeship, effective as of January 21, 2014, by IBT General President, James P. Hoffa.

On June 25, 2014 IBT General President Hoffa upon review of hearing panel recommendations determined to continue the trusteeship: to allow correction of the financial irregularities set forth in his previous notice imposing the January 21, 2014 emergency trusteeship, to assure the Local's responsibilities as bargaining agent for its members are fulfilled, and to assure that the Local is operated for the benefit of its members and in accordance with applicable law and the IBT Constitution and Local By-Laws.

On June 25, 2014 IBT General President Hoffa, upon review of the Hearing Panel's recommendation, determined to

continue the Trusteeship.

On August 18, 2014, IBT General Counsel updated the IRB on the actions taken under the Trusteeship to address and resolve the issues raised by the IRB. The Local remains in Trusteeship.

B. SECRETARY TREASURER PATRICK FLYNN, LOCAL 710, MOKENA, ILLINOIS

On June 19, 2014 the IRB issued a Charge Report to IBT General President Hoffa recommending that charges be filed against Local 710 Secretary Treasurer and Principal Officer Patrick Flynn ("Flynn") for violation of the IBT Constitution and breach of his fiduciary duties to the Local and its members, bringing reproach upon the IBT in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1)(2) and (3) of the IBT Constitution through embezzling and not accounting for union property disbursed when under his control, to wit:

Between approximately January 2008 and September 2013, while Secretary-Treasurer of Local 710, he embezzled approximately $58,325 in gift cards from Local 710, as described in the investigative report, there were 190 surplus $150 gift cards and 1,193 surplus $25 gift cards which were under his sole control that he used without maintaining any records showing the required information for disbursing Local funds. Flynn's omissions allowed him to conceal his possession and use of Local property.

While the principal officer and a member of Local 710, he brought reproach upon the IBT, by interfering with the Local's legal and recordkeeping obligations under Federal Law, exposing the Local to the risk of civil and criminal actions. Flynn denied the members and the IBT information to which they were entitled to have access.

On June 25, 2014, IBT General President Hoffa notified the IRB by letter that he determined to adopt and file the charges, and appoint a hearing panel to hear the charges.

On July 22, 2014 the IBT issued a Notice of Hearing to Patrick Flynn setting the date of the hearing as August 11, 2014.

On August 6, 2014 the IBT submitted to the IRB an Affidavit and Agreement to a 5 year bar from holding office or appointments with Local 710 or any other IBT Affiliates, 3 year suspension from membership and restitution in the amount of $58,000 paid through the waiver of his July commission and accrued vacation, leaving a remaining balance of $24,780.99 to be paid within 30 days of the approval of the agreement. After review of the agreement and related sanction language the IRB, on August 14, 2014, returned the agreement to the IBT as inadequate.

On August 18, 2014, the IBT submitted to the IRB an amended agreement signed by Flynn. The Amended Agreement provided that Flynn would be barred from holding Office for a period of eight years, he would also be barred from membership for a period of five years and would have to make restitution of the remaining balance to IBT within 30 days of the effective date of the Agreement. The IRB approved the amended agreement and submitted it to the Court on September 17, 2014. Judge Preska approved the Agreement on September 23, 2014, Granting Application 173 and thus closing this case.

C. TRUSTEESHIP RECOMMENDATION, LOCAL 710, MOKENA, ILLINOIS

On July 18, 2014, the IRB issued a Trusteeship Recommendation to IBT General President Hoffa regarding this Local's financial malpractices, corruption and failing to operate the Local for the benefit of its members.

On July 21, 2014 General President Hoffa appointed Brian Rainville to be his personal representative at the Local.

On July 30, 2014 General President Hoffa imposed a Temporary Emergency Trusteeship over the Local and appointed International Vice President and Joint Council President John T. Coli as Trustee.

On August 18, 2014 the IBT General Counsel by letterupdated the IRB on the actions taken under the Trusteeship. The Trustee has appointed persons to positions to help to insure the functioning of the Local for the benefit of its members in the day to day operation of the Local during this transition. The former officers are cooperating. The Trustee has assigned a new accounting firm to audit the Local's finances and the Trusteeship Hearing scheduled for September 30, 2014 was held. The Local remains in Trusteeship.

D. FORMER OFFICERS, MICHAEL SWEENY, GERALD PAULI, CHARLES DeCOLA, LARRY ALEXANDER, ANTHONY LAMY, KEVIN WAGONER, LOCAL 710, MOKENA, ILLINOIS

On August 15, 2014 the IRB issued a Charge Report to the Local 710 Trustee, John T. Coli recommending that charges be filed against former Local 710 officers Michael Sweeney, Gerald Pauli, Charles DeCola, Larry Alexander, Anthony Lamy and Kevin Wagoner, who were all fiduciaries under 29 U.S.C. §501, for breaching their fiduciary duties to protect Local assets by failing to investigate unusual financial transactions. In 2011, the Board approved then principal officer Patrick Flynn's request to purchase 1,000 $25 gift cards for the purpose of distribution of one card to each attendee at the November 2011 membership meeting. At the time of that vote, the officers knew or should have known that 1,000 gift cards were substantially more than necessary for the purported purpose because not even 600 members had attended any membership meeting since at least January 2007. Only 598 members attended the November 20, 2011 membership meeting. The officers also knew that at least $10,000 of surplus cards would go into Flynn's possession and he would use them for non-approved purposes. Yet they acquiesced in allowing Flynn to buy and then control these $10,000 worth of cards that would not be used for the authorized purpose. The cards were cash equivalents. Under the guise of the authorized purpose, these Board members moved $10,000 of the Local's funds to Flynn.Despite being present at the membership meeting in November 2011 when far fewer than 1,000 members attended, the Board members did not have Flynn report to the Board on the surplus cards. Indeed, the cards were not accounted for in any Local record. That the officers did nothing to determine what

happened to the over 400 unused cards in his possession worth over $10,000 after the November 2011 membership meeting evidenced their determination to remain blind to Flynn's misconduct. They abandoned their fiduciary responsibilities to protect the Local's assets. This was consistent with their pattern over prior years of failing to determine what happened to surplus gift cards in Flynn's possession of which they were aware.

Fourteen months later, in January 2013, the former officers also gave Flynn blanket authority to dispose of undefined "surplus items" that were Local property without knowledge of the value of the items, including gift cards, that were covered by the resolution about which they had no inquiry. If they had, they would have learned these items were acquired without authorization and not reported in the Local's records. This was only 14 months after they knew or should have known there was an over 400 card surplus resulting from their November 2011 resolution which they had made no inquiry about. Yet, shortly after, they learned Flynn had only 10 of those cards. They made no inquiry into the cards they knew were unaccounted for.

By their conduct, it appears that the former officers brought reproach upon the IBT and breached their fiduciary duties to protect Local assets in failing to investigate these unusual transactions in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) of the IBT Constitution and 29 USC §501(a).

On August 21, 2014, by letter, General President Hoffa informed the IRB that the Local 710 Trustee upon receiving the Charges had referred the Charges to him and he has determined to adopt and file the charges and to appointed a panel to hear the charges.

On September 16, 2014 an Affidavit and Agreement was received from the IBT signed by Lamy and on September 17, 2014 one was received from IBT signed by DeCola.

On September 17, 2014 both Agreements were approved by the IRB and on October 1 were sent by Application 174 and 175 to the Court. On October 8, 2014, Judge Preska approved the Lamy and DeCola Agreements thus granting Applications 174 and 175.

On October 22, 2014, via letter from IBT General Counsel Raymond, giving notice that a hearing was held on October 15, 2014 to hear Charges against Alexander and Wagoner. A hearing decision is in process for Alexander and Wagoner.

Mr. Raymond also enclosed Sweeney's Affidavit and Agreement and made notation that Pauli's Affidavit and Agreement would follow. On October 31, 2014, the IRB received Pauli's Affidavit and Agreement. On November 13, 2014, after review of the Agreements, the IRB returned both the Sweeney and Pauli Agreements to the IBT as inadequate.

E. MEMBER FRANK RADICE, LOCAL 817, GREAT NECK, NEW YORK

On December 19, 2013 the IRB issued an Investigative Report to the IBT General President with the recommendation that charges be filed against Frank Radice ("Radice") for being a member of organized crime and unreasonably failing to cooperate with the IRB by refusing to appear for his sworn examination on October 11, 2013. Among the issues the Chief Investigator intended to question Radice about during his sworn examination was whether he was a member or associate of organized crime and whether he had any contact with individuals reported to be organized crime members and associates. The FBI has provided an affidavit from a Special Agent stating that in his expert opinion Radice is a member of the Gambino Organized Crime Family. (See IRB Report 2 in the June 2014 Issue of the TEAMSTER).

Mr. Hoffa, in a letter to the IRB dated December 20, 2013, stated that he determined to adopt and file the charges against Radice, and in accordance with past practice, he referred these charges back to the IRB for adjudication.

An IRB hearing on this matter was held March 12, 2014 in New York City. Neither Mr. Radice nor his Counsel appeared for the Hearing. The IRB's June 18, 2014 Opinion and Decision on this matter permanently expelled Radice from membership and permanently barred him from holding office or employment with the IBT or its affiliated entities. He may not receive any payments, salary, gratuities, gifts, severance payments, allowances, fees, benefit payments or contributions or other compensation of any kind from Local 817 or IBT affiliated entities, except that he may receive any pension, vacation or other benefits from an existing plan or program maintained by Local 817 or other IBT affiliated entities which had vested or accrued prior to his expulsion from membership.

On June 18, the IRB submitted its Opinion and Decision to the Court by way of Application 170.

F. LOCAL 1150 PRESIDENT AND BUSINESS AGENT HARVEY JACKSON, JOINT COUNCIL 10, MANCHESTER, NEW HAMPSHIRE

As reported in the previous issue, on August 29, 2014 the IRB was informed, by the Local 1150 Secretary-Treasurer, that Jackson died. In response, the IRB on August 29, 2014 sent a letter to the Court informing of the death of Mr. Jackson and respectfully requesting the withdrawal of Application 172. On September 2, 2014 Judge Preska ordered the withdrawal of Application 172, thus closing this case.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 161 calls reporting alleged improprieties. As in the past, all calls appearing to fall within IRB jurisdiction were referred for investigation.

Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system which records hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed only by an IRB staff member. The

recorded information, if complete and within IRB jurisdiction, is forwarded directly to the Investigation's Office in New York City. Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

V. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at www.irb-cases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline number noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

THE JAMES R. HOFFA MEMORIAL SCHOLARSHIP FUND

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

2015-2016

ACADEMIC YEAR SCHOLARSHIPS

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Teamsters now have access to a leading brand of tax preparation software, TurboTax. Buying TurboTax through the Teamster page, you'll receive a discount, plus a portion of what you pay goes toward the James R. Hoffa Memorial Scholarship Fund. http://ibt.io/turbotax

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INTERNATIONAL BROTHERHOOD OF TEAMSTERS

APRIL/MAY 2015

TEAMSTER

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A MORE PERFECT UNION

Agreement Reached to End 25 Years of Government Oversight

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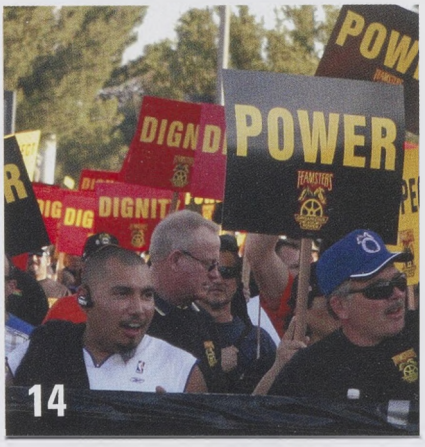

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ORGANIZING IS THE LIFEBLOOD OF TEAMSTER POWER

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

Year after year, media reports on the state of the American labor movement paint a gloomy picture of shrinking membership and dwindling power. With anti-worker lawmakers in Wisconsin forcing through right to work (for less) in yet another state, the mainstream trope about the supposed decline of America's labor unions is unlikely to let up.

But there is another story about labor—the story of the thousands of new workers who are joining unions, especially the Teamsters.

In the last year alone, the Teamsters have made headlines with fresh organizing wins, including freight victories at FedEx and Conway, tech drivers in Silicon Valley, American Airlines passenger service agents, warehouse workers at America's largest food distributors, and much more. New members in the waste and carhaul industries have joined our ranks, along with dairy workers in Wisconsin and drivers supplying major brands like Starbucks and Dunkin Donuts.

More than 1,600 new school bus and transit workers have joined the Teamsters in the past year, adding to the 35,000 workers that have been organized since the inception of our national school bus campaign.

Our union is the most active organizing union in the country, and we continue to bring in new members from core industries.

We know that growing union density in these industries strengthens our collective power to negotiate stronger contracts for all our members. That's why the duty to organize falls on all of us, including the rank and file.

"The more members we have, the stronger we are as a group," says member organizer Jeffrey Cottrell, a US Foods Teamster in Philadelphia who helped his co-workers in Corona, Calif., become Teamsters last year. We need more member organizers like Brother Cottrell who understand the importance of bringing the benefits they enjoy under a Teamster contract to other workers across the country.

Organizing is the essence of who we are, and it's not just about representation elections. Employers have been doing everything they can to hamper our ability to organize, from worker misclassification schemes to multi-layered contracting. Teamsters are facing these challenges head on with our commitment to long-term battles at the ports, in food processing and beyond.

Like our brothers and sisters fighting for justice at Walmart and fast food chains nationwide, we are using new tactics, legal efforts and strikes to adapt and organize in a changing economy. With our allies in other living wage movements, we are putting income inequality at the center of the national conversation.

There's no denying the setbacks the labor movement has been facing. But in the words of labor icon Mother Jones, "Don't mourn, organize!" Through aggressive organizing, the Teamsters continue to do what we do best: raising workers into the middle class.

James P. Hoffa

Rewarding Academic Excellence

College Scholarships Available to Teamster Sons and Daughters

Children or dependents of Teamster members, who are high school seniors, are eligible to apply for a college tuition scholarship through the James R. Hoffa Memorial Scholarship Fund.

Last year, the fund distributed 500 scholarships ranging from $10,000 to $1,000 to students across North America.

The James R. Hoffa Memorial Scholarship Fund was established in 1999 by then-General Secretary-Treasurer Tom Keegel as a way to honor the legacy of former General President James R. Hoffa. Hoffa was a strong believer in the value of higher education and having the opportunity for it extended to include the sons and daughters of Teamster members.

At a union meeting in 1966, Hoffa said, "I cannot help but believe that the hope of the nation lies in the hands of educated youngsters who grew up in a working man's family. Such persons have a deep understanding of other peoples' problems. For one thing, they have seen their fathers and mothers join with others in unions in a sense of cooperation to help one another. Some of our greatest lawmakers have sprung from such a background, and the understanding they took into positions of trust has resulted in some of this nation's greatest social legislation."

Winners Express Gratitude

"I think that an important thing for high school seniors contemplating going on to college to remember is to have hope and persevere," said Carly Whitcomb, a scholarship recipient whose father is a member of Local 305. "Take heart—there are resources out there. The Teamsters is an organization that takes care of its people."

Another winner who spoke at last year's Unity Conference was Eric Johnson. Johnson's father is a member of Local 480. "Receiving the scholarship was a great blessing and help to my family," he said. "I can't imagine my life without having a college degree and the Hoffa scholarship can help make it a reality."

In 2015, the fund will be distributing $1 million in scholarships, the highest amount yet.

Although the deadline for this year's scholarships has already passed, current college students are encouraged to submit an essay for the annual Essay Contest. The Essay Contest deadline is June 15, 2015. For more information, visit www.teamster.org or call (202) 624-8988.

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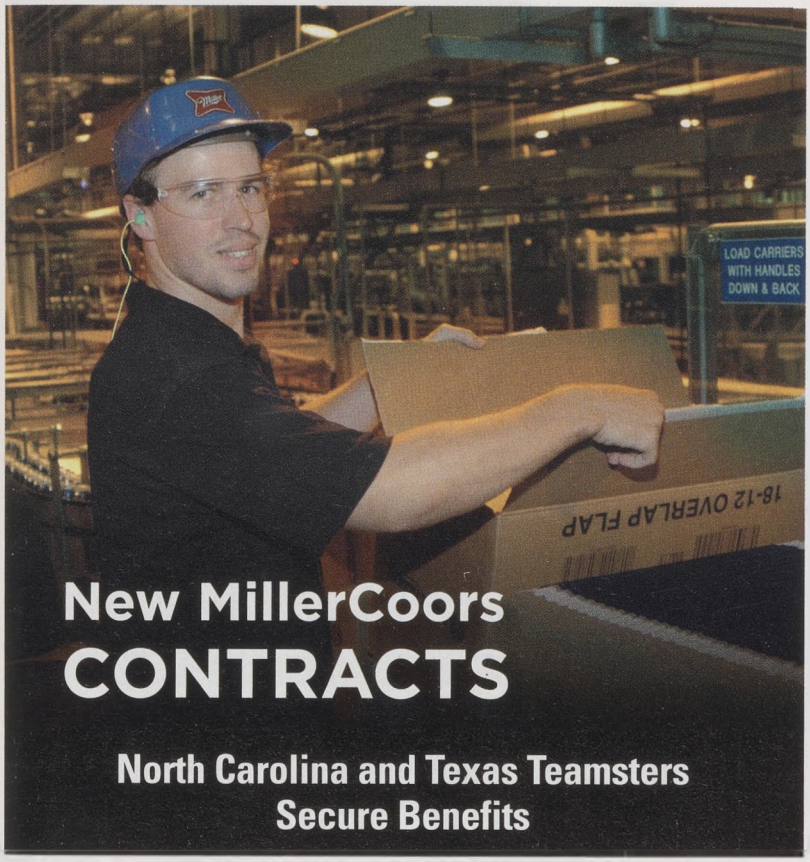


New MillerCoors CONTRACTS

North Carolina and Texas Teamsters Secure Benefits

Teamsters at MillerCoors breweries in Eden, N.C., and Fort Worth, Texas, have ratified new, three-year contracts. The agreements cover more than 900 workers at the two breweries and provide lifetime retiree health care benefits. Members of Locals 391 and 997 voted to ratify the contracts by 88 percent.

"Our members overwhelmingly ratified these contracts at MillerCoors because they provide stability for their families while they are working and in retirement," said David Laughton, Director of the Brewery and Soft Drink Workers Conference. "For the next three years, our members at MillerCoors know that their wages and pension benefits are secured and that now their families will be protected after they retire."

MillerCoors had proposed cutting the union's seniority system as well as lowering the wage rates in the distribution facilities, but the Teamsters negotiating team fought back. The agreements kept previously hard-won victories in place and increased wages and benefits.

"I am glad to have the pay raises and the good benefits that this new contract provides," said Travis Mave, a 10-year member of Local 391 who works in the packaging department. "Maintaining our seniority system has been important and we secured that in the new contract, too."

"The company was anxious to make cuts so we stood our ground. We made sure that there were improvements for both active members at MillerCoors and the retirees who had paved the way before with their long years of service," Laughton said.

Shippers Port Drivers Ratify First Contract

Increase In Hourly Wages, Benefits Included In Agreement

Local 848 port truck drivers working for Shippers Transport Express in Los Angeles and Long Beach, Calif., have ratified their first collective bargaining agreement. Earlier this year, the drivers voted to join Local 848 in Glendora, Calif., and then immediately began working on a contract.

The contract includes an increase in wage rates by 17 percent, full medical insurance, a defined benefit pension plan, paid leave and a grievance procedure.

"Shippers drivers have a solid new Teamster contract because we stuck together," said Alfonso Quezada, one of the three Shippers drivers elected to serve on the negotiating committee. "Now I can take my kids to the doctor without worrying how I'm going to pay for it."

"Teamsters Local 848 is proud to represent Shippers drivers and looks forward to a productive relationship with the company in the years to come," said Eric Tate, Secretary-Treasurer of Local 848.

Coke Chooses Teamsters Over Anti-Union Distributor

Local 812 in New York has picked up a new account delivering Glaceau products, a subsidiary of Coke, which were previously delivered by Big Geyser. Glaceau's Vitaminwater had comprised more than half of Queens-based Big Geyser's volume but now Coke will deliver Glaceau products using their existing unionized workforce from Local 812.

Last year, Big Geyser workers sought union representation and the company responded with a vicious anti-union campaign.

"They hired armed guards, threatened and fired workers," said Joe Vitta, Local 812 Secretary-Treasurer. "Big Geyser workers earn far less and receive terrible benefits compared to Local 812 members. The company did everything in their power to stop worker efforts to form a union."

"How can you support a company that pays poverty wages and tramples the rights of workers," said Ed Webber, Local 812 President. "We will maintain pressure to ensure that low-road employers do not succeed in the New York beverage market."

The switch for Glaceau products to Teamster distribution is not the first for Coke in New York. Several years ago, Coke closed the nonunion Eastern Container's plastic blow mold machines facility and moved operations into a Local 812-represented facility in Elmsford, New York. Coke provides its union workers with full medical benefits, pensions and top industry pay.

"I see a bright future with Coke," said Local 812 Vice President John Ulrich. "They have a plan and want Teamsters Local 812 to be part of it. These Glaceau products being moved onto our trucks will effectively add hundreds of new union jobs with a good company. That is the sign of a true partnership and this is a defining moment in our longstanding relationship with Coke."

Teamsters Local 812 represents nearly 2,000 Coke drivers, warehouse, and merchandise workers in the New York Metropolitan Area.

Higher Learning

University Unveils First Hoffa Teamster Professor

History Professor Eric Arnesen officially became the first James R. Hoffa Teamsters Professor in Modern American Labor History at George Washington University during a ceremony at the Washington, D.C. school recently.

The installation of Professor Arnesen marks a completion of the vision the Teamsters had when it joined with the university to create the International Brotherhood of Teamsters' Labor History Research Center. The facility houses the union's vast archives dating to before the union's founding in 1903.

General President James P. Hoffa said the naming of an endowed professorship after his father holds significant meaning for him, given his father's own limited education.

"I wonder what my dad would think of it," he said. "My father, a brilliant man, probably went to the eighth grade. And my mother went to the eighth grade. My sister Barbara and I were both the first to graduate college on either side, and we both became lawyers. So it just shows you how far we've come, the humble roots of moving forward. We should take that into account when we talk about educating people about labor and labor history."

Professor Arnesen, an expert in the history of race, labor, politics and human rights, has written extensively about the role African-Americans played in the early union movement. He said a greater understanding of labor's part in history can only be gained through additional education on the subject.

"Young Americans don't see unions. They don't hear about unions," he said. "It is important to have broader public programming, to get those in academia out in the community sharing what we know and what we have studied out to broader audiences. We need to make the labor component part of the broader conversation."

Dr. Steven Knapp, George Washington University's president, called the event a crowning moment both for the university and the Teamsters. The Teamster center at the university, which opened in 2010, is dedicated to the study and exploration of the role that the labor movement played in the development of the United States.

Honorary Railroad Engineer

BLET Division 144 Helps Make An 8-Year-Old's Dream Come True

Eight-year-old Jonathan Dockins had a wish to ride over Donner Pass on Amtrak's California Zephyr in the cab of a locomotive. With the coordination of the Make-A-Wish Foundation, Amtrak, Union Pacific and Division 144 of the Brotherhood of Locomotive Engineers and Trainmen (BLET), his wish was fulfilled.

Jon-Jon, as he prefers to be called, was born with a congenital heart defect called double outlet right ventricle (DORV) with pulmonary valve stenosis and he has had 10 heart surgeries and will continue to need more as his body and heart continue to grow.

In March, Ken Marty of BLET Division 144 in Oakland, Calif., was contacted by the Make-A-Wish chapter out of Sacramento. They asked Marty for the union's help in making Jon-Jon's wish come true. Two hours after sending an email to the CEO of Amtrak, Marty had a response from him: "We will get this done."

Rail Trip Takes Shape

With Amtrak signing off on the ride, Marty and Jason Loger, Local Chairman of Division 144, began working with Make-A-Wish and Amtrak on the planning stages of Jon-Jon's trip, which would include riding Amtrak #6 over Donner Pass.

The trip began on June 20 in Sacramento, where Marty and Loger met Jon-Jon, his father Jamey and mother Dee Dee. A rousing sendoff was held in Sacramento with many well wishers and supporters in attendance for Division 144's Honorary Engineer. Jon-Jon was presented with many gifts, including a locomotive engineer's certificate from Amtrak. Another big hit with Jonathan was a custom-engraved reverser, which Marty had made for him. The reverser was used to operate Amtrak #6 from Sacramento to Reno.

Division 144 presented Jon-Jon with a BLET hat and jacket, as well as a Lionel train set. The model train was Jon-Jon's No. 2 wish, after riding in the locomotive cab.

Upon arriving at Reno, Jonathan and his family got a limo ride to Virginia City, Nev. Marty and Loger drove to Reno to help host the Dockins family throughout the remainder of the weekend. Jon-Jon then spent the time riding the steam trains and vintage track cars providing fire patrol over the railroad. Sunday night Jon-Jon and his parents were treated to a dinner party at the Nugget Casino in Reno.

On June 23, Matt Parker, Chairman of the BLET's Nevada State Legislative Board, presented Jon-Jon with a proclamation signed by the governor of Nevada, proclaiming June 20, 2014, as "Jonathan Dockins Day." Parker also took Jon-Jon and his parents to the Western Pacific Railroad Museum in Portola, Calif. The Dockins family then flew home that night.

Sysco/US Foods Update

TEAMSTERS APPLAUD BLOCKED MERGER

In an initial victory for Teamsters at Sysco and US Foods, the Federal Trade Commission (FTC) in February sued to block the merger of the country's top two broadline foodservice providers, saying the deal would lessen competition and raise prices for customers across the country.

Sysco and US Foods will face off against the government in federal court in May when a judge hears the government's case for a preliminary injunction to halt the merger.

"We applaud the FTC's decision because this merger is bad for members, customers, consumers and ultimately for the broadline foodservice industry," said General President Jim Hoffa.

Ten states and the District of Columbia joined the suit, which alleges a merged Sysco and US Foods create a "dominant national" player which would own 75 percent of the national foodservice market and a majority of 32 local markets.

"The FTC's suit mirrors what our members have told us from day one," said Steven P. Vairma, Teamster International Vice President and Warehouse Division Director. "We expressed concern about the proposed merger from early on. Our knowledge was informed by the people who understand how these companies work, the warehouse workers and drivers who are the lifeblood of the operations."

The FTC lawsuit underscored growing momentum in the Sysco-US Foods Workers United campaign to protect jobs and grow Teamster density in the foodservice industry.

Teamster locals represent more than 8,200 Sysco members and nearly 4,000 at US Foods under 99 collective bargaining agreements. Sysco's December 2013 announcement of plans to purchase US Foods has led to new organizing campaigns from coast to coast.

Sysco said the merger would allow the company to save $600 million over three to four years, largely through consolidation and "synergies" in its distribution system, raising workers' concerns over job security.

Locals 528 and 41 are in first contract negotiations for new Teamsters units – 423 Sysco warehouse workers and drivers in Atlanta and 43 Sysco city drivers in Kansas City, Mo.

"This is such an important achievement for me, my coworkers and our families," said Lennie Ransby, a nine-year Atlanta Sysco driver. "With everything that is happening at Sysco, we need union representation, and I'm happy today because now we have it."

At US Foods, Local 63 ratified a first contract for 75 warehouse workers in Corona, Calif., in mid-March. Local 107 is negotiating for a new unit of four mechanics in Bridgeport, N.J., in addition to the drivers and warehouse workers already under contract at that site.

At a Warehouse Division meeting for Sysco and US Foods locals following the FTC announcement, Hoffa urged locals to seize the moment.

"Let's show Sysco and US Foods and any companies in this industry that we speak with one voice, that we move and work together as one, that they will not be able to take us on one at a time now or in the future," Hoffa said.

THE JAMES R. HOFFA
MEMORIAL SCHOLARSHIP FUND

2015
ESSAY CONTEST

ESSAY TOPIC:

What impact would an increase in union membership have on the U.S. economy and the middle class?

For an application, contact your Teamsters Local Union office or visit **www.teamster.org**

Deadline for submissions is **June 30, 2015**

For students attending a community college, 4-year institution or a technical/vocational program, age 23 and younger, who are the son, daughter or financial dependent of an eligible Teamster Member Relation (as defined in the application).

Rail Yard Workers Join Local 776

Local 776 is welcoming to the Teamster fold workers at Intermodal Services of America who work at the Rutherford Rail Yard in Harrisburg, Pa.

Workers there overwhelmingly decided to join the union by a resounding 38-1 vote, sending a strong message that they are united in organizing with the Teamsters and negotiating a strong contract.

"We're thrilled to welcome our newest members to the Teamster family and we look forward to addressing their issues at the bargaining table so they can enjoy the benefits of a strong Teamster contract," said Local 776 President Edgar Thompson.

Workers at the rail yard unload containers off of freight trains. They include crane operators, jockeys, mechanics and gate clerks. There are 48 workers in the bargaining unit.

"I congratulate these workers on their vote and am glad to have them a part of America's strongest union," Teamsters General President James P. Hoffa said. "United together, we can do great things for workers."

In Memoriam:

CLARA DAY

Longtime Member and Activist Remembered by Teamsters

The International Brotherhood of Teamsters is saddened to announce the death of longtime member and union activist Clara Day.

Clara Day's contributions to Teamster history are truly memorable. She battled both race and gender stereotypes on her way to attaining leadership positions with Local 743 in Chicago and in the community.

She was born in Tuscaloosa, Ala., in 1924 and was the middle child of George and Belle Taylor. Day came from a large family with 11 children, including three sets of twins. Coming from a large family would be a benefit for Day years later as it gave her important skills as a coalition builder during her time as a Teamster.

She married young and moved to Chicago with her new husband. Taking a job as information clerk at Montgomery Ward in 1947, she began noticing a variety of injustices to workers—including the strict segregation of white and black employees.

She decided to change the workplace. She became active in an organizing campaign with the Teamsters. She and another co-worker, Robi Jubiter, became a force to reckon with in that campaign.

She joined Teamsters Local 743 in 1955 after successfully helping to organize more than 3,000 employees. Shortly thereafter, she was brought onto the staff of Local 743 to represent the same workers she had helped bring to the union.

In 1976 she was elected to the Local 743 Executive Board and served as Trustee and Recording Secretary for more than 20 years.

While a business agent, Day also served as Director of Community Services for Local 743. She was a liaison to members and their families providing information on a broad range of public and private services, as well as educational opportunities in the community.

"Clara Day took her vision for community service, civil rights and women's rights and made them the union's vision. She was strength, she was action, she was gentility and she was class. Best of all, she was a Teamster," said Jim Hoffa, Teamsters General President.

She was a powerful voice in support of the civil rights movement. She served with distinction on numerous boards, committees and commissions, both public and private, with the mission of making equal rights and justice a reality for women and minorities.

She was appointed to serve on Chicago's Human Rights Commission and soon was

a leading member of the group. When she tried to resign at one point, citing duties at the local, her request was denied by then Chicago Mayor Richard Daley. "I can appoint a new member to a commission anytime if needed, but where would I ever find another Clara Day? That's the question," he said.

Day's proudest achievements included serving as a founding member of the Coalition of Labor Union Women (CLUW) in 1974 and leading a delegation of her union members in the historic March on Washington in the company of Dr. Martin Luther King Jr. in 1963.

Day was very active in the battle to pass the Equal Rights Amendment for women and was named as a spokesperson for women's issues and other topics related to social justice. "Call Clara Day, that's what you do if you want to get involved and make a difference," said Gloria Steinem, Women's Rights Activist and Co-Founder of CLUW, during an interview on the Phil Donahue Show in 1979.

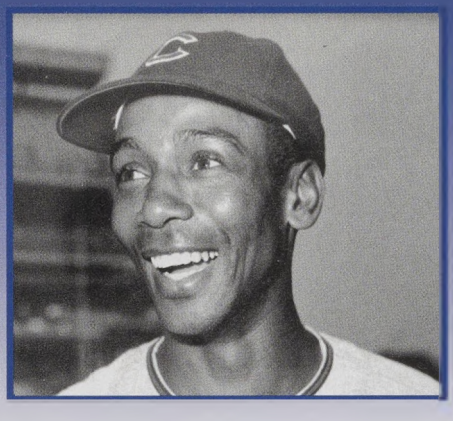
Day loved working to improve people's lives and had great compassion for those around her.

She did not seek the limelight for herself, in fact often was uncomfortable when attention fell on her.

She preferred to use her skills, her heart and her strong bonds with the union, the community and leaders of the day to raise others up and shed light on the darkness of injustice.

Day was a founding member of the Teamsters National Black Caucus in 1976 and was honored for her contributions in August 2000.

In 2008, the Teamsters Union published "Clara Day: A Teamster's Life" as part of the Teamster History Collection.



Remembering "Mr. Cub" Ernie Banks

Local 743
Had Star Organizer

The Teamsters Union is mourning the passing of "Mr. Cub" Ernie Banks, who served as a Teamster organizer in the off-season. Banks passed away on Jan. 23. 2015.

Baseball Hall of Famer Banks was always a favorite with Chicago Cubs fans during his 19-year career—and with Chicago Teamsters. Banks, noted for his friendly, down-to-earth disposition, excellent all-round play and his powerful home runs, also put his skills to use for the union.

Banks served as an organizer in the off-season at Local 743 for a number of years, focusing his efforts on warehouse and mail order workers in the Chicago area. Banks also served as advisor for the sports program at Local 743, which as you might guess had a heavy emphasis on baseball.

Banks was spotted by the Cubs when playing for the Kansas City Monarchs of the Negro American League and signed to a major league contract with the team in 1953. Banks was chosen to play in the All-Star Game during 11 seasons, was twice voted the National League Most Valuable Player and hit 512 home runs during his time with the Cubs.

Chicago Teamsters turned up at Wrigley Field in droves and proudly cheered for their fellow member on Ernie Banks Day in 1964. It was just one occasion for Teamsters to show support for Banks, whose love for the game prompted his signature phrase, "Let's play two!"

Teamsters Mourn Robert Morales

Dedicated Leader Served as First Director of Solid Waste Division

Teamsters throughout the country are mourning the death of Robert Morales, Secretary-Treasurer of Local 350 in Daly City, Calif., who also served as the first and only Director of the union's Solid Waste, Recycling and Related Industries Division. Morales died January 26, 2015.

Morales also served as Secretary-Treasurer of Joint Council 7 and as a committee member for various trusts and PACs as well as past member on numerous boards and commissions.

"Bob Morales was a dedicated Teamster and labor leader for decades, helping to lift up workers at his own local and workers throughout the United States," said Teamsters General President Jim Hoffa. "He had years of experience bargaining and organizing, as well as inspiring Teamsters across the country, which is a major reason why I appointed him to serve as Director of the new Solid Waste, Recycling and Related Industries Division in September of 2006. He will be sorely missed, but his legacy lives on."

Morales' friend of 37 years, Ernie Yates, former Secretary-Treasurer of Local 665 in San Francisco, said Morales was made from a "special mold."

"He was so dedicated to our movement. We talk about being available 24-7, but Bob actually lived it. He built a political base that enabled him to reach out to elected officials. Bob was the man who would come in to help and he would get it done," Yates said.

TEAMSTERS NEGOTIATE END TO 25 YEARS OF GOVERNMENT OVERSIGHT

After decades of hard work, the Teamsters Union and the U.S. Attorney for the Southern District of New York reached an agreement in January to settle a 1988 lawsuit brought by the government against the union. Chief Judge Loretta Preska approved the agreement on February 17, 2015.

"Today is a new day for our great union," Teamsters General President Jim Hoffa said. "When I took office in 1999, I pledged that we would run a clean union, that corrupt elements would never have a place in the Teamsters Union. I also promised that we would ensure that every rank-and-file Teamster have a direct voice in electing the union's International officers. After 15 years, we have accomplished these goals."

In 1989, the Teamsters union settled the lawsuit by agreeing to a consent decree. The purpose of the consent decree was to remove corrupt influences from the Teamsters by establishing direct elections of union officers and establishing an independent disciplinary process for rooting out corrupt elements in the union.

Transformation

The union has argued that it has gone through a striking transformation since the consent decree started in 1989.

"Think about all the administrations this went through: Reagan, Bush, Clinton, Bush and Obama," Giuliani said to the New York Times, adding, "I think the Department of Justice accomplished everything you could possibly accomplish."

Enshrining Democracy

At the 2001 International Convention, Hoffa successfully led the effort to enshrine the principles of one-member-one-vote into the union's constitution through the "Democracy Package." This agreement codifies those constitutional changes.

By agreeing to end the lawsuit, the government acknowledges that there has been significant success in eliminating corruption from within the Teamsters.

The agreement establishes a new procedure for independent investigation and oversight of internal disciplinary matters and guarantees democracy in the future.

> "Under Jim Hoffa and the Teamster leadership, the union has made significant strides in self-governance. In addition, no organization should have to endure the harsh and expensive oversight that has been imposed on the Teamsters. I think that this is long overdue,"
>
> –Fmr. Rep. Pete Hoekstra (R-MI) to the Detroit News

"After a quarter-century of government oversight, the union's rank-and-file members and duly elected officers should be allowed to reclaim control over their union's affairs," lawyers for the Teamsters wrote in court filings.

The suit was originally brought by then-U.S. Attorney Rudolph Giuliani, who agrees that government oversight has gone on long enough.

Vigilance

The Teamsters Union will remain vigilant in protecting rank-and-file members and the union from anyone who would try to corrupt it or harm members. But the union's mission is far from complete.

"Working men and women everywhere are working harder than ever before and their paychecks don't seem to go far enough. We must reach out to our brothers and sisters who have no voice on the job and help them get their piece of the American dream," Hoffa said. "So let's do what we do best—let's roll up our sleeves and get to work. Let's do it together, and tell people how proud we are to be members of the greatest union in the world—the Teamsters Union!"

KEN HALL RALLIES TEAMSTERS IN WEST VIRGINIA

TEAMSTERS VOW TO FIGHT LAWMAKERS' ANTI-WORKER AGENDA

Teamsters General Secretary-Treasurer Ken Hall delivered a rousing speech to thousands of rallying protesters in his home state of West Virginia in March, urging workers to continue their fight against the legislature's anti-worker agenda currently being pushed by state lawmakers.

Thousands of union members came out to show their support and stand shoulder-to-shoulder in solidarity with their brothers and sisters in the labor movement, including more than 1,000 Teamsters.

What made the event extraordinary was that, despite a full foot of snow falling the night before, frigid temperatures on the day of the rally and many in the surrounding area without power due to the weather, thousands of people still showed up to make a stand for the middle class.

"The working people of West Virginia deserve better from our politicians, and we won't sit back as out-of-state interests try to strip us of our bargaining rights, drive down our wages and weaken job protections," Hall said to the packed crowd. "All workers deserve dignity and respect, and that's why Teamsters across the country will be standing with West Virginians to stop this horrible assault on workers."

In the end, the West Virginia legislature shelved the right-to-work legislation for the year, giving the working families of the state a much-needed victory.

Assault on Workers

Hall was joined by other national labor leaders including: National AFL-CIO President Richard Trumka, United Mine Workers President Cecil Roberts, American Federation of Teachers President Randi Weingarten and National Education Association President Lily Eskelsen Garcia.

Union leaders thanked West Virginia workers for their efforts to form a united voice in opposition to lawmakers seeking to establish right-to-work legislation, roll back coal mine safety protections, lower the prevailing wage and diminish public education.

"I've always believed what's bad for one union is bad for all unions. Fortunately, workers were ready for this fight months in advance throughout the legislative session," said Gary Legg, a member of South Charleston, W.Va.-based Local 175, noting that Teamsters joined with miners, teachers and building trades members throughout the session as part of a shared fight to stop this harmful legislation.

"We have fought too hard and too long in the struggle for workers' rights to become a right-to-work state. It's time for delegates to realize that West Virginians don't support this agenda. The assault on workers this session is bad for working-class families and it's bad for our economy. It's an assault on the entire state," Hall said.

At the rally, volunteers also registered new voters while speakers talked about electing better legislators for the state's next legislative session.

Though the right-to-work bill is dead for the year, the legislature has asked for additional study on the issue. Expect it to come back up in the 2016 legislative session.

Right to Work Passes in Wisconsin

Gov. Walker's Attempts to Weaken Middle Class Continue

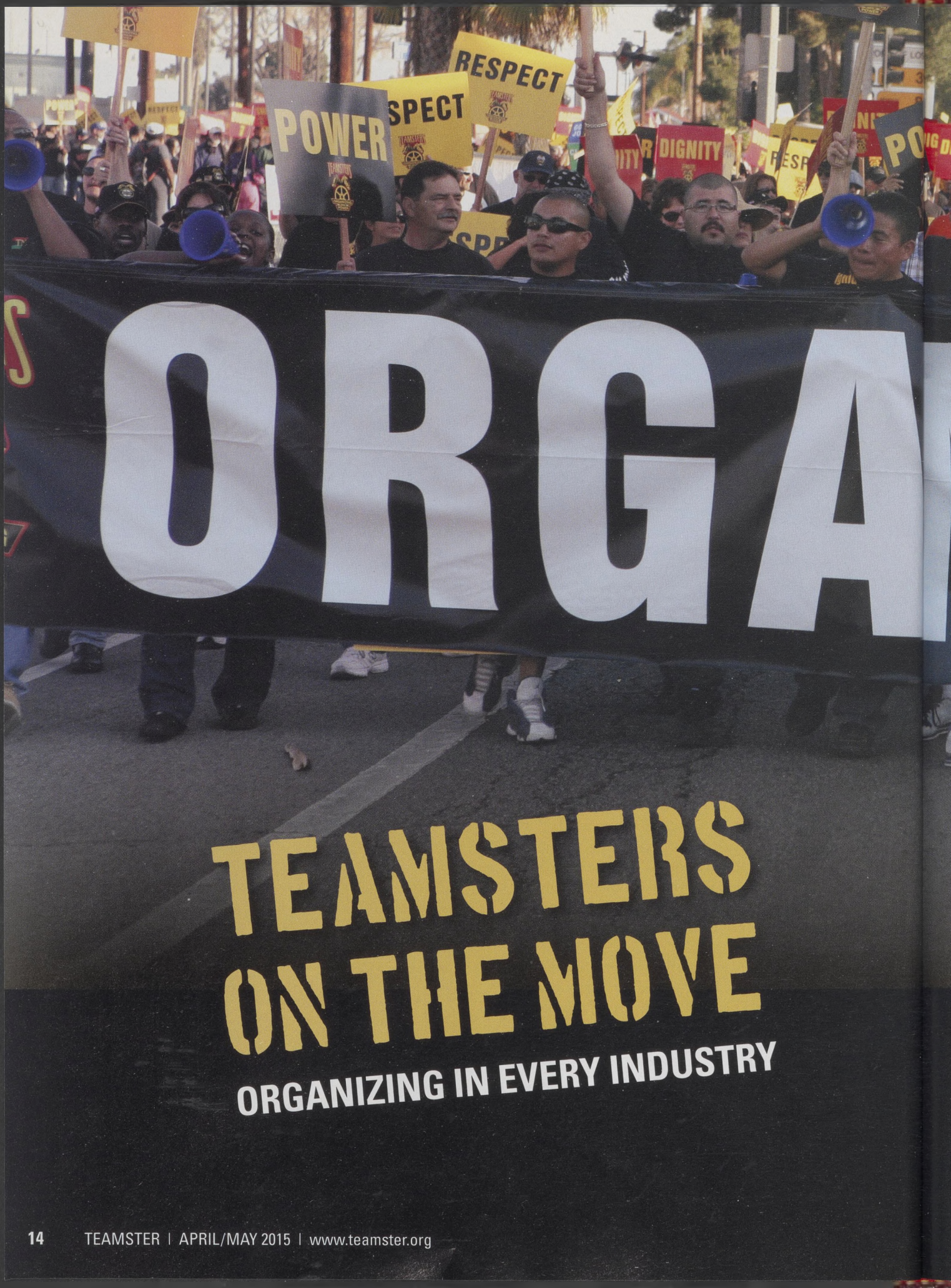
Teamsters from across Wisconsin condemned Gov. Scott Walker's decision to sign a right-to-work bill into law despite widespread opposition to the legislation. Wisconsin Teamsters joined with other labor unions to protest the passage of the bill in the senate and assembly, participating in the more than two weeks of protests that took place outside the state capitol in Madison.

With Walker signing the bill into law, Wisconsin became the 25th state to adopt right-to-work laws, furthering the agenda of right-wing special interests whose only goal is to weaken unions.

"Gov. Walker has done a great disservice to every working man and woman in the state of Wisconsin today," said Wayne Schultz, President of Joint Council 39 in Milwaukee. "This fight does not end today—we will continue to fight in any way we can to rid our state of this destructive law."

The right-to-work legislation was fast tracked through the senate and assembly due to the efforts of the Koch brothers and their anti-worker allies who are working behind the scenes in states across the country to pass these destructive laws.

"We must all continue to be engaged in the political process so we can keep the fight alive," said Bill Carroll, political liaison for Joint Council 39. "We have the power of numbers—every working man and woman and every union member in Wisconsin must stand together to stop the continued erosion of our rights and our way of life by outside special interests."



TEAMSTERS ON THE MOVE

ORGANIZING IN EVERY INDUSTRY

Whether it's parking workers in Boston, or dairy workers in Wisconsin, or drivers in California who shuttle Facebook employees, thousands of workers across the United States have taken the bold step for a better life by joining the Teamsters.

"We are faced with a growing crisis of income inequality in this country and while our elected officials stumble to address this issue, thousands of workers are taking matters into their own hands by becoming Teamsters," said Jim Hoffa, Teamsters General President. "Employers are full of empty promises, but the workers who are organizing know that the only true security comes with Teamster contracts."

In many cases, employers wage anti-worker, anti-union campaigns, but the workers are standing united in their quest for a better life.

"We have wanted this for so long," said Luis Garcia, a driver for the past 11 years at WCA Waste Corp. in Houston, who voted to become a Teamster in November. "We want fair hourly wages and fair working conditions and the proper training and equipment so that we can do our very dangerous job safely."

Organizing On the Move

The Teamsters are on the move, with key victories in core transportation industries—freight and carhaul. In freight, workers at four FedEx Freight locations and three Con-way locations became Teamsters, adding 600 new freight members. The nationwide campaign continues.

In another core industry, carhaul, a group of 240 workers at Selland Auto Transport across the West joined the union.

The Teamsters are organizing in every industry.

In warehouse, the Teamsters had two big victories at food-service giant Sysco, adding 500 new members, and a big win at Americold, with 133 workers joining the union.

Nearly 500 paratransit drivers and garage attendants in Chicago voted to join the Teamsters, followed by about 100 dispatchers and service reps at Cook DuPage Transportation.

School Bus and More

The union's school bus campaign is going strong, with hundreds of workers joining the union, including 104 at Paige Bus Enterprises in Chicago and 113 workers at First Student in Maryland, and 93 at First Student in Flint, Mich.

In food processing, 459 workers at S aputo, a cheese production facility in Wisconsin, voted 367 to 79 to become Teamsters. Also, the fight for justice for workers at Taylor Farms continues.

In a joint effort with CWA, the Teamsters will be representing 1,300 new passenger service professionals at the newly merged American-US Airways.

In waste, 130 workers at WCA Waste Corporation in Houston voted 90 to 28 to be Teamsters.

This list doesn't include the many smaller victories the union has had, which are all important in the goal to grow the Teamsters Union. One of these got lots of media attention—it was the 87 drivers at Loop Transportation who shuttle Facebook employees to and from the company's headquarters in Menlo Park, Calif.

"Workers continue to struggle in this country and it's gotten worse over the years, so these workers are standing up, sticking together and fighting for a more secure future as Teamsters," Hoffa said. "It's not easy standing up to the boss, but these workers are courageous, focused and determined to not fall further behind. They are truly working class heroes."

Standing Tall in Texas

They say "Don't Mess With Texas," but that slogan could also apply to waste workers who recently joined the Teamsters despite the company's vicious anti-worker campaign.

Workers at WCA Waste Corporation in Houston, who are seeking fair wages, job security and safer working conditions, voted in November 2014 to join Local 988.

In doing so, the group of 130 drivers, helpers and general laborers became the only unionized private sector waste haulers in Texas.

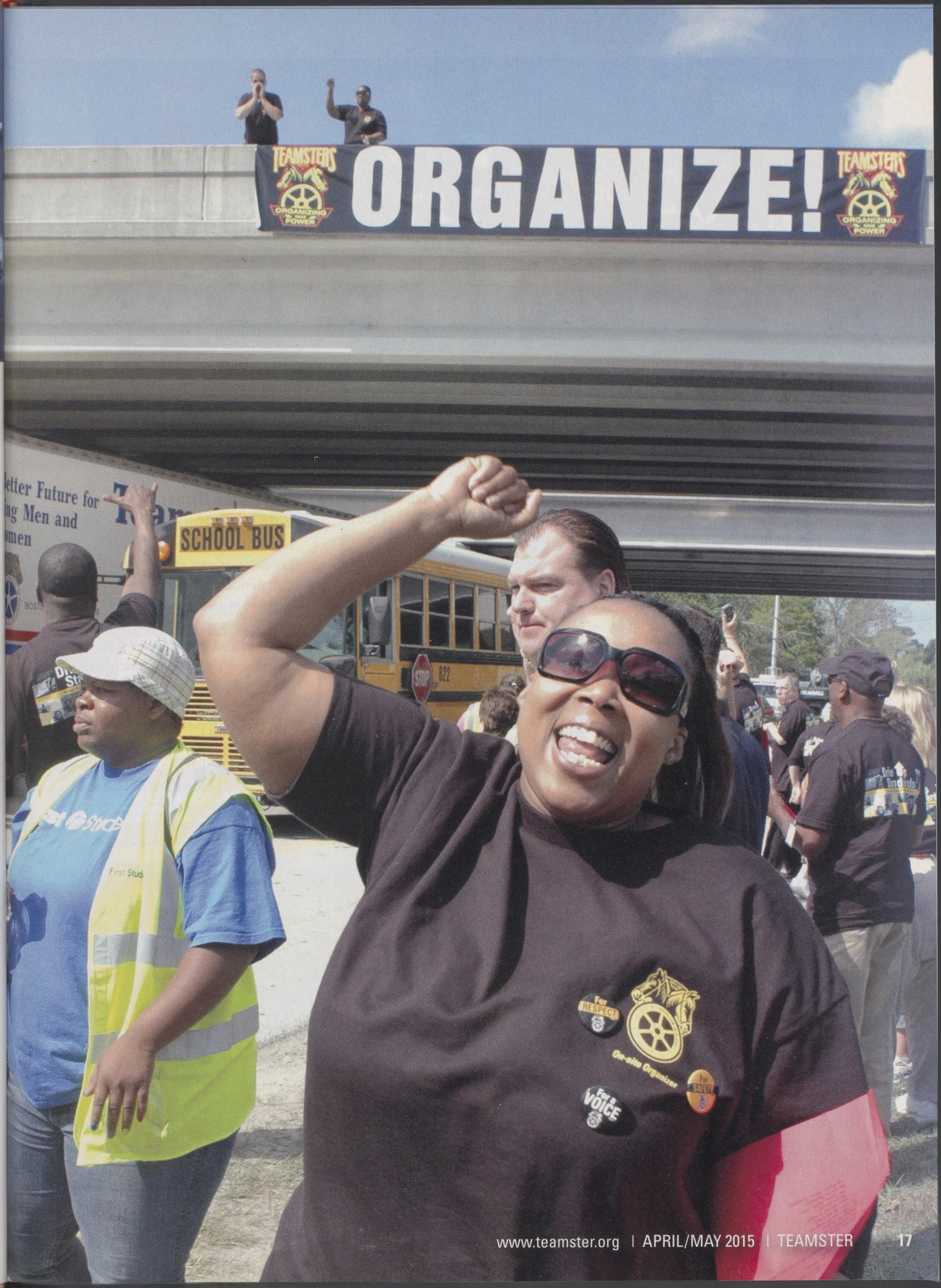
"For far too long this group of workers, primarily immigrants and Spanish speakers, as well as African-Americans, have struggled to achieve the American dream because of the company's abhorrent policies and working conditions," said Robert Mele, President of Local 988 in Houston. "We will work hard to negotiate a contract that addresses the workers' concerns."

Mele praised the workers for standing united despite the company's anti-worker campaign.

"I would like to personally thank the Teamsters Organizing Department for the hard work that has been put into WCA's organizing campaign over the last few months. Without the skills of their organizers, these workers would have never been able to withstand such a vicious anti-union campaign," Mele said.

The late Robert Morales, who at the time was Director of the Teamsters Solid Waste, Recycling and Related Industries Division, praised the WCA workers.

"Texas is a right-to-work state and we saw how the recent election went, with pro-worker candidates suffering defeat, so this victory is especially rewarding," Morales said at the time. "These workers will finally have the respect and dignity they deserve—as Teamsters."


TEAMSTERS
ORGANIZING POWER
ORGANIZE!
TEAMSTERS
ORGANIZING POWER
SCHOOL BUS
STOP
For RESPECT
On-site Organizer
For SAFETY
For a VOICE

Teamster Freight Power

A group of 74 drivers and dockworkers at Con-way Freight in Miami Lakes, Fla., voted last December to join Local 769 in North Miami.

"The Con-way workers have taken a bold step to improve their lives and have a more secure future as Teamsters," said Mike Scott, President of Local 769. "As we have seen across the country, the company spent lots of money to wage a vicious anti-worker campaign, but the workers remained strong and united and didn't let management's bullying get to them."

The victory followed two earlier ones at Con-way: On September 12, 2014, a group of 113 drivers and dockworkers at Con-way Freight in Laredo, Texas, voted to join Local 657. On September 23, 2014, a group of 44 workers in Vernon, Calif., voted to join Local 63.

"We work hard to make this company successful, and we want fair wages, better benefits and working conditions, and a pension," said Emiliano Najera, a driver. "We deserve to be treated with respect and dignity for doing a good job every day."

Numerous campaigns at Con-way and FedEx Freight are under way, and the Teamsters Union is committed to helping the drivers win a more secure future.

The workers' campaigns to join the Teamsters have already paid off. After organizing got under way at Con-way, the company announced it would increase truck driver pay by $60 million in 2015, among other improvements. At FedEx Freight, the company announced an 80-cent-per-hour raise a few days after Local 107 in Philadelphia filed for an election, and the company got rid of its overly punitive driver scorecard, which gives drivers infraction points for errors.

"Our campaigns at Con-way and FedEx Freight will continue to roll because the workers know that they need to get the company's promises in writing in a binding contract," said Tyson Johnson, Director of the Teamsters National Freight Division.

Starbucks Drivers Vote Teamsters YES!

In a major organizing win for Boston's Local 25, drivers and helpers at DPI Specialty Foods voted to join the local in an election in January 2015. The workers, who supply all Starbucks stores in New England and upstate New York, voted 37-5 in favor of Teamster representation. There are 44 workers in the new bargaining unit.

Drivers and helpers at DPI sought Local 25's support in late 2014 in an effort to address concerns with employee health care costs, which the company recently raised by 8 percent. Workers are also con-

cerned with pay. Many are paid for a 10-hour workday but typically work 12-14 hour days.

In response to their organizing drive, the company hired union-busting consultants but the workers held strong for the Teamsters.

"We are very excited to join Local 25. Finally, we will have a voice in the workplace and the ability to address the issues and working conditions that matter to us most," said Mike Anzalone, a DPI driver.

Local 25 will negotiate with the company to address the workers' issues.

"This was a hard fought victory for DPI workers with Teamsters Local 25 working with the International to ensure that these workers get the benefits they deserve," said International Vice President and Local 25 President Sean O'Brien. "We're thrilled to welcome our newest members to the Teamsters Local 25 family."

Dunkin' Donuts Drivers Seek Fairness

By a 2-to-1 margin, approximately 30 drivers who make deliveries to Chicago-area Dunkin' Donuts restaurants recently voted to join Local 734.

The new Teamsters are employees of G2K Logistics, a distribution company exclusively servicing Dunkin' Donuts from a 100,000-square-foot production facility in Bedford Park, Ill. Nearly 300,000 donuts are prepared every day at the centralized bakery in Chicago's southwest suburbs, before being loaded onto trucks bound for 300 area Dunkin' Donuts locations.

"The Teamsters tip our caps to the hard-working drivers at G2K Logistics, who stood strong against an internal anti-union campaign to vote yes for Teamster representation," said Brian Meidel, President of Local 734 and Recording Secretary of Joint Council 25. "The majority of these workers are on third shift, making early morning deliveries to hundreds of restaurants. They didn't want to see their hard labor wasted, and they've proudly united for respect and fair working conditions."

Though some of the chain's locations in other parts of the country still make their own donuts on-site, most Dunkin' Donuts franchises in Chicago have begun using the Bedford Park bakery. The G2K Logistics delivery drivers are working with Teamster representatives in preparation for negotiating their first union contract.

Scott Kunz, Secretary-Treasurer of Local 734, said the Teamsters are looking to improve wages and benefits for the drivers, while strengthening work rules and overall job security.

Local 734 represents thousands of delivery drivers in Chicago's bakery industry, including employees of Sara Lee, Entemann's, Bimbo Bakeries and Alpha Baking. Local 734 is an affiliate of Teamsters Joint Council 25.

Success at Sysco

With a potential merger looming between two of the largest food service suppliers in the nation, the Teamsters are complementing an aggressive defense of union jobs with aggressive organizing. The union capped off 2014 with a major organizing victory among drivers and warehouse workers at Sysco in Atlanta. Workers voted more than 60 percent in favor of Teamster representation, bringing 423 new members into Local 528.

"This is a huge victory for the workers and it shows that they are determined to have a collective voice on the job," said Maurice Cobb, President of Local 528. "Sysco is a tough employer with a long history of fighting its workers' efforts to form a union. But these drivers and warehouse workers stood up against the company's very aggressive anti-union campaign and consultants. We look forward to negotiat-

ing a strong contract for them that secures fair treatment and job security at Sysco."

The big win in Atlanta came as the Federal Trade Commission continued its review of the proposed merger between Sysco and US Foods, where the Teamsters represent 12,000 members. With the $3.5 billion transaction possibly putting workers' jobs at risk, Teamsters at both companies are taking action to protect jobs while their nonunion coworkers seek the security of a union contract.

"Our best bet for saving jobs and improving our lives during a possible merger with US Foods is having a Teamster contract. That's why we voted overwhelmingly in support of the union here in Atlanta," said Steve Biddy, a Sysco warehouse worker.

The new bargaining unit in Atlanta includes Sysco drivers, warehouse workers, fleet and facility maintenance employees and shuttle yard drivers. They joined the Teamsters to address unfair work rules and concessions to the company.

"After so many years of unfairness and a lack of job security, it feels great to finally have the Teamsters representing us," said Curtis Duncan, a Sysco driver in Atlanta. "Especially in this time of uncertainty at Sysco, I definitely encourage drivers and warehouse workers throughout the country to get on board and join the union."

Just one month ahead of the victory in Atlanta, another 43 Sysco warehouse drivers in Kansas City, Mo., joined Local 41. The drivers, who are especially concerned about job security, voted nearly 65 percent in favor of Teamster representation.

"Drivers in Kansas City voted for Teamster representation to have a voice and job security at Sysco. We are ready to negotiate a strong contract that addresses drivers' concerns," said Local 41 President Victor Terranella.

"Sysco and US Foods workers are building a movement to defend jobs," said Steve Vairma, International Vice President and Director of the Teamsters Warehouse Division. "These workers are joining the Teamsters in the face of a potentially dangerous merger because we are leading the fight to save and improve workers' jobs at both companies."

Roma Drivers Win Big

In another win for warehouse workers, distribution drivers at Roma Food voted 68-15 in favor of joining Local 630 in Los Angeles in November 2014. The overwhelming support for Teamster representation was rivaled only by the turnout: 83 of the 84 drivers in the bargaining unit voted in the election.

The predominantly Latino group of drivers haul goods for Roma, a division of Performance Food Group (PFG), one of the largest private companies in the U.S. The drivers approached the Teamsters seeking a contract that addresses disrespect, long hours, heavy workloads and a lack of job security.

"This is a significant victory for industry standards on the West Coast and for the drivers at Roma Food," said Ernesto Lopez, Secretary-Treasurer of Local 630. "We are proud of these driv-

ers for their courage and we look forward to negotiating a contract that raises them to the standards other Teamsters enjoy in the industry."

PFG is a major competitor of Sysco and US Foods, where Teamster labor contracts set some of the highest standards in the warehouse industry.

"PFG has been a threat to the high standards enforced by the Teamsters at its competitors, including Sysco and US Foods, where many workers enjoy the security of a union contract, higher wages and better benefits. This victory means more security for our members throughout the industry," Lopez said.

Despite heavy pressure from the company's anti-union consultants, a strong committee of drivers held their co-workers together.

"We felt disrespected by the company, but now we feel vindicated. Now that we are Teamsters we can get the respect we deserve as workers and as human beings," said Roma driver Carlos Escobar.

Facebook Drivers "Like" Teamsters

Drivers who shuttle Facebook employees to and from the company headquarters in Menlo Park., Calif., voted in favor of representation by Local 853 in San Leandro, Calif. Working with community coalitions isn't new to the Teamsters Union, and the tactic was used successfully in this campaign.

The 87 drivers, employees of Loop Transportation, organized to improve their working conditions, including low pay and an abusive split shift schedule.

"The only way that Loop will listen to us is with a union and a collective voice. I'm very relieved that we have that now," said Demaurae Hooston, a driver.

Loop Transportation is one of a number of operators that Silicon Valley companies contract with to provide transportation for their employees.

"These companies need to step up and stop demanding the lowest bid contract. They need to all agree to pay their contractors an amount that allows the union to negotiate for decent wages and benefits. Of all the industries in the world, the tech industry can afford to compensate those that help make them successful," said Rome Aloise, International Vice President and Secretary-Treasurer of Local 853. "We're ready to get to work at Loop to help these drivers better their lives and the conditions they face at work."

The effort of Facebook drivers to organize a union drew attention from all over the world. Drivers are forced to work split shifts, often waiting six hours in between picking up and dropping off Facebook employees—all unpaid. The drivers often start work at 6 a.m. and end the day at 9:45 p.m.

"We can't continue 16-hour days, having drivers sleeping in the cold in their cars while we wait five hours to be able to start our next shift. It's inhumane," said Cliff Doi, a driver. "With our union, we can find solutions to these problems."

Teamsters held a rally outside Facebook's campus in Menlo Park where community, political and religious leaders demanded that Facebook respect the rights of its bus drivers to organize a union without interference.

"These drivers are part of the invisible work force that makes Silicon Valley run," said Derecka Mehrens, Executive Director of Working Partnerships USA, a community group that participated in the rally.

Justice
TEAMSTERS
ORGANIZING FOR POWER
A Woman's

"They are members of our communities that work hard every day, but live in poverty, and the business model of tech companies like Facebook counts on that. Tech companies write the checks to subcontractors who hire these drivers and the thousands of other service workers who make these tech giants able to function. They need to set the standards, too, and say 'no' to poverty jobs."

The delegation delivered a petition containing thousands of signatures, calling on Facebook to stop condoning anti-worker, anti-union behavior by Loop Transportation. Facebook refused to accept the petition when it was delivered.

In a letter to Facebook CEO Mark Zuckerberg, Aloise wrote, "This is reminiscent of a time when noblemen were driven around in their coaches by their servants. Frankly, little has changed; except the noblemen are your employees, and the servants are the bus drivers who carry them back and forth each day."

Following this organizing victory, drivers who transport employees for six big Silicon Valley companies voted overwhelmingly on Feb. 27 in favor of representation by Local 853. The 158 full and part-time drivers—employees of Compass Transportation—shuttle Apple, Yahoo, eBay, Zynga, Genentech and Amtrak workers to and from work and home.

Steely Resolve Leads to Victory

Workers at TCT Stainless Steel in Sterling Heights, Mich., voted in January to join Local 283 in Wyandotte, Mich. Of the 17 workers in the bargaining unit, 12 voted for Teamster representation.

It was not the first time TCT Stainless workers, who process coil and strip steel for customers, sought help from the Teamsters. The workers first approached the union in 2013, seeking better benefits, improved working conditions and seniority rights at the Michigan facility. They lost that election by just one vote, but they didn't give up.

"This has been a long, hard-fought effort for these workers to win Teamster representation," said Local 283 Business Agent Mike Finegan. "The workers withstood a lot of opposition from the company but are proud to finally call themselves Teamsters."

After they lost the first election, workers watched the company break its promises to improve conditions at the facility. So they went back to Local 283 for help.

The company waged an aggressive anti-union campaign during both organizing drives, bringing in outside consultants to beat back the unionization effort. After the workers won the recent election by a landslide, TCT retaliated by temporarily laying off almost half of the workforce.

All workers are now back on the job and the union is preparing to bargain with the company.

"We are proud to represent our new members at TCT Stainless Steel, addressing their issues at the bargaining table so they can finally enjoy the benefits of a Teamster contract," said Local 283 President Steve Hicks.

Battalion Chiefs Choose Teamsters

Controlling and extinguishing fires depends on skilled teamwork—the type of team that can stand up to major obstacles and will rally around each other when there is a need.

Fire department battalion chiefs in Anne Arundel County, Md., the men and women who direct a fire crew, recently voted unanimously to join Local 355 in Baltimore to gain strength on the job.

"Though we have had success defending our contractual rights, we have had limited resources to pursue some issues," said Michael Smith, former president of the Battalion Chiefs Association and new member of Local 355. "We are a unit of 17 members, unconnected and without access to the advice and resources of a larger labor organization, and the county knew it."

Smith has been with the Anne Arundel County Fire Department for 25 years, moving up the ranks from firefighter to his current position as battalion chief.

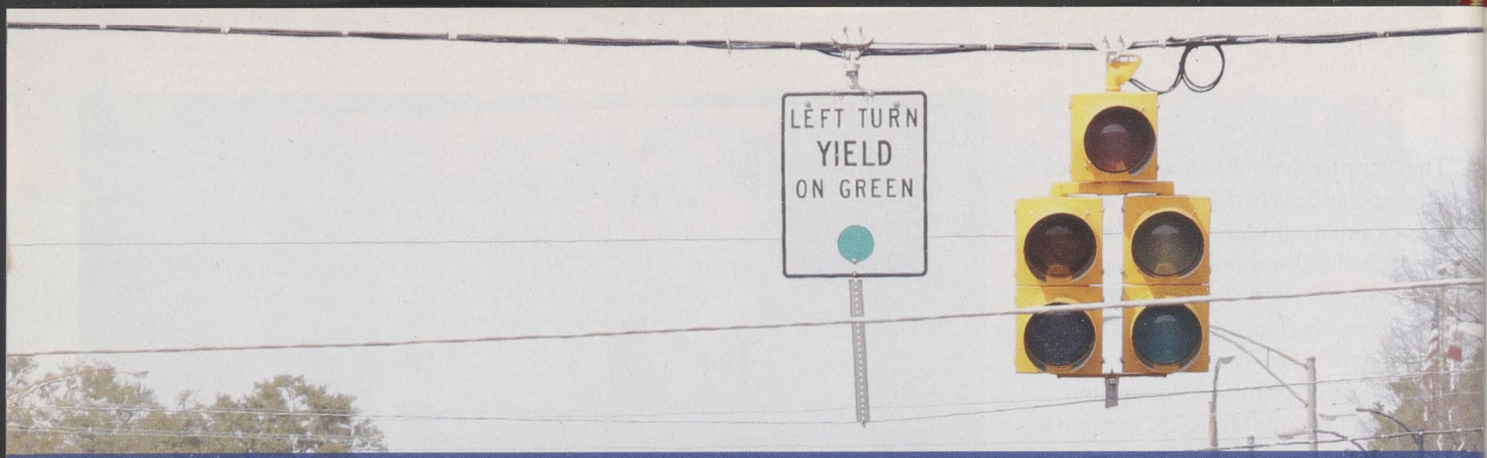
"We're happy to have this group join our ranks," said Dan Taylor, a business agent with Local 355. "I think we'll have a great working relationship and we look forward to positive negotiations."

The group organized three years ago as an independent association, but decided in September 2014 to seek the umbrella of a larger union that could provide the experience and assistance they need to continue to negotiate and enforce their contract.

The battalion chiefs join thousands of other public safety professionals across the U.S. who are part of the Teamsters Public Services Division.

"Along with the police officers, correctional facility employees and deputy sheriffs, fire fighters put themselves at risk frequently and are true community heroes," said Michael Filler, Director of the Public Services Division.

"We are thrilled to be with the Teamsters," said Smith, pleased that his group showed their unanimous agreement at the ballot box.



Teamsters Honor 50th Anniversary of Bloody Sunday

Teamsters March in Selma…AGAIN

On March 25, 1965, Viola Liuzzo was gunned down in Alabama by four Ku Klux Klan members. The wife of Anthony Liuzzo, a business agent at Teamsters Local 247 in Detroit, was returning from shuttling voting rights marchers to the Montgomery airport after finishing the famous civil rights march from Selma.

The march that ended that day was actually the third march that month. The first ended abruptly in Selma as protesters were attacked by local police as they crossed the Edmund Pettus bridge. The brutality was captured by the news media and led thousands of civil rights supporters, including Liuzzo, to converge on Selma and join Dr. Martin Luther King Jr. for the next two marches.

Teamsters from across the nation gathered in Selma on the weekend of March 7, 2015, to mark the 50th anniversary of what became known as "Bloody Sunday."

The Teamster contingent was headed by International Vice Presidents Al Mixon and Ferline Buie, International Trustee Ron Herrera and the Teamsters Human Rights Commission, led by Chairman Antonio Christian. Hundreds of Teamsters, including BMWED and BLET members, joined President Barack Obama and tens of thousands of fellow marchers to mark the occasion.

In addition to participating in the Bridge Crossing Jubilee, the Teamster group was joined by two of Liuzzo's daughters and members of the Southern Christian Leadership Conference at the memorial marking the site of Liuzzo's murder on Highway 80 near Montgomery.

"A Significant Role"

"The Teamsters played a significant role in supporting the efforts of Dr. King and the entire civil rights movement," said Mixon, who also serves as President of the Teamsters National Black Caucus. "To gather in Selma 50 years after these historic events and honor those who put their lives on the line is truly moving, especially getting to spend time with the family of Viola Liuzzo, who gave her life for the civil rights movement."

In fact, thousands of Teamsters also participated in the 1963 March on Washington. Further, the Teamsters, under the leadership of then-General President James R. Hoffa, donated more than $200,000 (adjusted for inflation) in support of civil rights organizations.

"I'm proud to be part of an organization that has helped lead the fight for equality for all," said Buie.

President Obama addressed those in attendance, stating "If Selma taught us anything it's that our work is never done."

"We can never forget those who gave their lives for the betterment of all mankind," said Christian. "We honor their sacrifices and recommit ourselves to improving the lives of workers throughout our nation and across the world."

TEAMSTER HERO

LOCAL 416 MEMBER HELPED SAVE TENS OF THOUSANDS OF REFUGEES FROM ISIS

Every day in every part of the country, Teamsters do heroic deeds, but Jerry Winkler's story and that of his fellow airmen is extraordinary.

Winkler, who serves in the Air Force Reserves, is a member of Local 416 in Cleveland. He works for a contractor as a "switcher," responsible for moving tractor-trailer rigs around the Ford Cleveland Engine Plant 1 in Brook Park, Ohio. He has worked at the plant since October 2011.

Winkler served in the Army during the first Gulf War in 1991, and was deployed by the Reserves from May 2 to Sept. 15, 2014. He serves as a jet engine mechanic on C-130 Hercules transport planes. During the recent deployment, his 110-airman unit, the 910th Maintenance Group, provided support to various military installations in southwest Asia.

Saving Lives

It was the group's work in Iraq that is noteworthy. In the Mt. Sinjar area of Iraq, Winkler and his fellow airmen helped deliver tons of food, water and other supplies to the Yazidis, a Kurdish community. They also provided security for the Yazidis against the Islamic State of Iraq and Syria (ISIS), and helped remove refugees from areas where they would be killed by ISIS. In Amiril, Iraq, the unit provided food, water and weapons to the Kurds to halt the advance of ISIS.

Winkler said they were told his unit helped save countless lives.

"We were glad that we could provide what they needed and move them to a safe place where they didn't have to be hunted down by ISIS," Winkler said. "I can't believe what we were involved with. We were just in the right place at the right time."

Still, the experience was difficult for Winkler, the father of two boys, 6 and 2.

"It was hard knowing we could only do so much for them," Winkler said.

Job Well Done

For the missions the unit flew into Iraq and Afghanistan, it was awarded a Meritorious Service Medal by President Obama. The unit was also awarded a Humanitarian Aid Ribbon by the Reserves. Winkler was also promoted to Staff Sergeant during his deployment.

The experience taught Winkler that no matter how difficult life is in the United States, "life over here isn't all that bad."

Sonny Nardi, Local 416 President, praised Winkler's actions.

"I'm so proud I get chills thinking about how these guys go over there and put their lives on the line," Nardi said. "I'm proud to have him as a member of Local 416."

Winkler said coming home from such an incredible mission was intense.

"It was an awesome sight to see my boys when I got home," he said. "It was good to see their faces and knowing they are all right."

Winkler said he still follows the news from the region and the refugees' ongoing ordeals.

"It still brings tears to my eyes," Winkler said.

MISSION ACCOMPLISHED

Staff Sgt. Jerry Winkler's unit is the 910th Maintenance Group, part of the 910th Airlift Wing, a wing of the U.S. Air Force based at Youngstown-Warren Air Reserve Station, Ohio.

The group was deployed between May 2 and Sept. 15, 2014. During the deployment his 110-airman unit logged 1,275 flying hours on 300-plus missions. They flew 604 sorties, moved 4,311 passengers, hauled 1,813 tons of cargo, transported 36 patients from the front lines and had a 100-percent mission-effective rate.

VETERANS GET A BOOST WITH CDL TRAINING

The Teamsters, the U.S. Army and ABF Trucking formally entered into a partnership recently which provides commercial drivers' license (CDL) training for military personnel transitioning to civilian life.

Teamsters, through the Teamsters Military Assistance Program (TMAP), have been assisting veterans in obtaining careers in the transportation industry for years. Now the union, along with Soldier For Life, ABF Freight, Ft. Sill, the Department of Defense and the U.S. Army Training and Doctrine Command, is beginning the first pilot program for CDLs for active military members.

"Since the earliest days of the union, Teamster members have served in the armed forces, raised money for victory bonds and found countless other ways to support the military," said Jim Hoffa, Teamsters General President.

Ft. Sill in Lawton, Okla., is the first base where the CDL training will occur. Already under way, there are 12 participants in the program. Training consists of classroom-style instruction as well as behind-the-wheel practical experience. Training will take six weeks and will be repeated throughout the year.

"Employers tell us time and again about the benefit of hiring military veterans," said Tyson Johnson, Director of the Freight Division.

"Veterans are disciplined, committed employees. They are often found to be model employees. We believe they will be assets to America's transportation industry," said Gordon Sweeton, Assistant Director of the Freight Division.

Once the CDL is earned by a participant, the union and ABF Freight will provide job placement assistance within the nationwide ABF Freight network. To find out more about the program, email TMAP@teamster.org

The Power of ONE

CAN ONE VOTE MAKE A DIFFERENCE?

In the case of the dock workers at the MGM Grand Hotel and Casino in Las Vegas, the power of one vote made the difference, becoming the deciding factor in a 2011 election for representation by Local 986. For if not for David Whetstone and his last-minute, election-winning ballot, they would not be Teamsters today.

Whetstone, a longtime casino worker suffering from a pancreatic infection, was weak and struggling to stay mobile in the weeks and days leading up to the 2011 vote for Teamster representation. Although his co-workers urged him to take it easy and relax, Whetstone was determined to make his voice heard.

"He made it to the casino in the 11th hour to cast his ballot in favor of the union," said Whetstone's close friend and co-worker Matt Lundy. "Dave knew he didn't have much time left, but he voted so his brothers and sisters on the job could have union representation. His father was a proud Teamster, so he knew how much it meant to have the backing of the union."

Whetstone appeared, looking defiant and stone-faced as he walked to the polling place, remembers Tony Buckner, a longtime co-worker who was also Whetstone's brother-in-law.

"They were stunned and had no idea what to do," Buckner said. "But Dave paid them no mind. He went in to vote and came out minutes later flashing his fingers in a peace sign to all the Teamster supporters outside."

Shortly after the election, David Whetstone passed away. Although he would not live to see the results of his brave act, his legacy as a model employee who believed strongly in workers' rights lives on in the hearts and minds of all who knew him.

"Dave embodied teamwork and loyalty. He really set the standard for the rest of us," co-worker George Grubbs said of his former MGM friend and colleague. "Dave worked harder than anyone I've ever met; his work ethic was simply incredible."

Whetstone received several accolades for his work ethic and leadership. But it was his attendance record that received the most attention. According to Nancy Whetstone, David's wife of over 30 years, "Dave had 12 years without a missed day of work."

Today, a portrait of Whetstone hangs in the commissary. It is a reminder of the difference one person can make in the workplace.

REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: February 2, 2015

I. INTRODUCTION

This is Report Number Two of the Independent Review Board for 2015 regarding activities conducted pursuant to the Consent Order. In this Report we will discuss two recently issued Charge Reports and also provide status updates on three existing Charge Reports against International Brotherhood of Teamsters Officers and Members, and three IRB Trusteeship Recommendations that you were informed of in some detail in previous Reports.

II. NEW REPORTS

A. GOLDSTEIN, LOCAL 456

On December 11, 2014 the Independent Review Board ("IRB") recommended to the IBT General President that charges be filed against former Local 456 Secretary-Treasurer Sydney Goldstein ("Goldstein") for his embezzlement and for assisting former President Roberge's embezzlement of Local money. Goldstein caused the Local to pay without authority and without union benefit, at least $16,360.45, between July, 2012 and August 2014, for restaurant charges (1) he incurred for himself, other officers and employees of the Local and also a former officer who was not an IBT or Local member or employee and who was barred from being involved in Local affairs and (2) for then President Roberge for which Goldstein approved payment when Roberge claimed he was discussing Local business with the same barred non-member. All these expenses were charged near the Local. For 27 of 28 of Roberge's charges, Goldstein caused the Local to pay them without authorization because the itemized receipts the Bylaws required to be submitted, before the Local was empowered to make payment, were not submitted.

By his conduct, while an IBT member and Local officer, Goldstein brought reproach upon the IBT, breached his fiduciary duties and embezzled, approximately, $16,360.45 in union funds in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2) and (3) of the IBT Constitution.

On December 16, 2014, General President James P. Hoffa determined to adopt the charge and process it in accordance with Article XIX of the IBT Constitution.

B. TRUSTEESHIP, LOCAL 1150

On December 11, 2014, the Independent Review Board recommended to the IBT General President that Local 1150 in Stratford, Connecticut be placed into Temporary Trusteeship because of corruption, failure to comply with required financial controls, including pervasive Bylaw violations, and officers' breaches of fiduciary duties. The failure to comply with financial controls is systemic and has continued for at least five years. These failures include that: the officers caused approximately $1,323,422 in expenditures to be made without the Executive Board approvals the Bylaws required and caused over $1,246,943 in expenditures to be made without the members' approvals the Bylaws also required; expenses of employees, the officers authorized the Local to pay, were not supported by necessary documentation and information; the Local paid officer expenses not incurred for union purposes; the local officers failed to comply with the Bylaw requirement to submit itemized receipts and caused the Local to pay expenses in violation of the Bylaw prohibition that payment not be made until itemized receipts were received; officers approved their own expenses and disbursements for payment to themselves; and records the Local and the Secretary-Treasurer both were required to maintain under federal law to support disbursements to local officers were routinely disposed of after the payments were made, destroying all records supporting the payments to local officers and employee's. The officers' failure to enforce existing financial controls allowed the former President to embezzle local funds to pay for personal items, including family telephone bills and home entertainment equipment. Even after an IBT auditor in 2012, instructed the Executive Board, including the Principal Officer, that itemized receipts for certain charges needed to be submitted before the expenses could be paid, the Principal Officer and President ignored the instruction and continued to not submit the required itemized receipts and the Local continued to pay these charges without the required documents. This continued even after the General Secretary Treasurer reminded the Principal Officer in writing of the requirement.

On January 12, 2015, IBT General President Hoffa placed Local 1150 in Trusteeship and appointed International Representative, William Moore, Temporary Trustee over Local 1150.

III. PROGRESS OF EXISTING CHARGES

A. TRUSTEESHIP, LOCAL 120, BLAINE, MINNESOTA

On November 9, 2012 the IRB issued a Trusteeship Recommendation to General President Hoffa who placed the Local in Trusteeship on November 13, 2012.

On January 13, 2013 Mr. Hoffa, adopting the Hearing Panel decision as his own, determined to continue the Trusteeship over Local 120

IBT General President, James P. Hoffa, released Local 120 from Trusteeship effective January 18, 2015.

B. TRUSTEESHIP, LOCAL 456, ELMSFORD, NEW YORK

On October 22, 2014, the IRB recommended to General President Hoffa that Local 456 be placed in Trusteeship because it is necessary to correct the corruption and financial malpractices at the Local, and because the Local is not being run for the benefit of its members.

The IRB found that the Local has financial control issues which enabled the Principal Officer to embezzle over $53,000, and the Secretary-Treasurer over $10,000. In addition, the Local officers allowed a person whom the IBT barred from participation in Local affairs to play an active role in the Local.

On November 6, 2014, Mr. Hoffa placed the Local in Trusteeship and appointed Thomas Gesualdi, President of Local 282, as temporary Trustee over Local 456 and Bernadette Kelly, International Representative, as the temporary Assistant Trustee.

C. PRESIDENT ROBERT ROBERGE, LOCAL 456, ELMSFORD, NEW YORK

On November 6, 2014, the IRB issued a Charge Report to Local 456 Trustee, Thomas Gesualdi. The Independent Review Board recommended that charges be filed against Local 456's President and Principal Officer Robert Roberge for embezzlement and breaching his fiduciary duties by causing the Local to pay, without a union purpose, approximately $53,734.78 between January, 2009 and August 2014, for restaurant charges in the Westchester County area, for himself, officers and employees of the Local and also for meals with a former officer who was barred from being involved in Local affairs. All of these expenses were charged near the local. Roberge was present approximately 368 times when such restaurant bills were charged to the Local. There was no union purpose for these restaurant charges. Thus, Roberge embezzled approximately $53,734.78 in connection with these expenses. On their face, these were personal expenses of no benefit to the Local. Roberge did not, in Local records or in his testimony, present evidence that the charges were for a union benefit. Evidencing his intent to embezzle, Roberge submitted few, if any, itemized restaurant bills despite being required to do so by Section 17 (B) of the Local's By-laws and federal law.

In addition to charging 368 restaurant expenses with only Local personnel present, Roberge charged 134 restaurant expenses when meeting with the former Local President, Edward Doyle, Sr. while he was barred pursuant to an agreement with the IBT. From March 18, 2009 to June 2012, when Edward Doyle, Jr., the barred Doyle, Sr.'s son, had been the Local's President, Roberge and Doyle, Sr. met at restaurants where expenses Roberge incurred were charged to the Local ten times. From June, 2012 to June, 2014, after Roberge became President and Principal Officer upon Doyle, Jr.'s death, Roberge charged 124 restaurant expenses for meetings with Doyle, Sr. On many of these receipts, Roberge indicated the purpose of meeting with Doyle, Sr. was to discuss membership meetings, Local elections and other Local business.

In 2013, Local 456, located at 160 South Central Avenue, Elmsford, New York, had 3,722 members. Since approximately June 2012, Roberge has been the Local's Principal Officer. Roberge's 2013 salary from the Local was $217,122 and his reimbursed expenses were $22,342.

On November 14, 2014, IBT General President James P. Hoffa, in response to the November 6, 2014, IRB Charge Report, forwarded to him from Local 456 Trustee Thomas Gesualdi, adopted and filed the charge.

On December 8, 2014, prior to the scheduling of a Hearing of this matter, the IBT submitted an affidavit and agreement to a permanent bar signed by Roberge, to the IRB who approved the agreement and submitted it on December 17, 2014 to the Court by Application 176.

On December 23, 2014, Judge Preska Approved the Agreement and Granted Application 176.

D. TRUSTEESHIP RECOMMENDATION, LOCAL 710, MOKENA, ILLINOIS

On July 18, 2014, the IRB issued a Trusteeship Recommendation to IBT General President Hoffa regarding this Local's Officers financial malpractices, corruption and failing to operate the Local for the benefit of its members.

On July 21, 2014 General President Hoffa appointed Brian Rainville to be his personal representative at the Local. On July 30, 2014 General President Hoffa imposed a Temporary Emergency Trusteeship over the Local and appointed International Vice President and Joint Council 25 President John T. Coli as Temporary Trustee.

On August 18, 2014 the IBT General Counsel by letter updated the IRB on the actions taken under the Trusteeship. The Trustee has appointed persons to positions to help to insure the functioning of the Local for the benefit of its members in the day to day operation of the Local during this transition. The former officers are cooperating. The Trustee has assigned a new accounting firm to audit the Local's finances. The Trusteeship Hearing was held on September 30, 2014. On December 10, 2014, Mr. Hoffa informed the IRB that he determined to continue the Trusteeship over Local 710.

E. FORMER OFFICERS, MICHAEL SWEENY, GERALD PAULI, CHARLES DeCOLA, LARRY ALEXANDER, ANTHONY LAMY, KEVIN WAGONER, LOCAL 710, MOKENA, ILLINOIS

On August 15, 2014 the IRB issued a Charge Report to the Local 710 Trustee, John T. Coli recommending that charges be filed against former Local 710 officers Michael Sweeney, Gerald Pauli, Charles DeCola, Larry Alexander, Anthony Lamy and Kevin Wagoner, who were all fiduciaries under 29 U.S.C. §501, for breaching their fiduciary duties to protect Local assets by failing to investigate unusual financial transactions. In 2011, the Board approved then Principal Officer Patrick Flynn's request to purchase 1,000 $25 gift cards for the purpose of distribution of one card to each attendee at the November 2011 membership meeting. At the time of that vote, the officers knew or should have known that 1,000 gift cards were substantially more than necessary for the purported purpose because not even 600 members had attended any membership meeting since at least January 2007. Only 598 members attended the November 20, 2011 membership meeting. The officers also knew that at least $10,000 of surplus cards would go into Flynn's possession and he would use them for non-approved purposes. Yet they acquiesced in allowing Flynn to buy and then control these $10,000 worth of cards that would not be used for the authorized purpose. The cards were cash equivalents. Under the guise of the authorized purpose, these Board members moved $10,000 of the Local's funds to Flynn. Despite being present at the membership meeting in November 2011 when far fewer than 1,000 members attended, the Board members did not have Flynn report to the Board on the surplus cards. Indeed, the cards were not accounted for in any Local record. That the officers did nothing to determine what happened to the over 400 unused cards in his possession worth over $10,000 after the November 2011 membership meeting evidenced their determination to remain blind to Flynn's misconduct. They abandoned their fiduciary responsibilities to protect the Local's assets. This was consistent with their pattern over prior years of failing to determine what happened to surplus gift cards in Flynn's possession of which they were aware.

Fourteen months later, in January 2013, the former officers also gave Flynn blanket authority to dispose of undefined "surplus items" that were Local property without knowledge of the value of the items, including gift cards, that were covered by the resolution about which they had no inquiry. If they had, they would have learned these items were acquired without authorization and not reported in the Local's records. This was only 14 months after they knew or should have known there was an over 400 card surplus resulting from their November 2011 resolution which they had made no inquiry about. Yet, shortly after, they learned Flynn had only 10 of those cards. They made no inquiry into the cards they knew were unaccounted for.

By their conduct, it appears that the former officers brought reproach upon the IBT and breached their fiduciary duties to protect Local assets in failing to investigate these unusual transactions in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) of the IBT Constitution and 29 USC §501(a).

On August 21, 2014, by letter, General President Hoffa informed the IRB that he has determined to adopt and file the charges recommended by the IRB, forwarded to him by the Local 710 Trustee, and to appoint a panel to hear the charges.

On September 16, 2014 an Affidavit and Agreement was received from the IBT signed by Lamy, and on September 17, 2014 one was received from IBT signed by DeCola.

On September 17, 2014 both Agreements were approved by the IRB and on October 1 were sent by Application 174 and 175 to the Court. On October 8, 2014, Judge Preska approved the Lamy and DeCola Agreements thus granting Applications 174 and 175.

In an October 21, 2014 letter, from IBT General Counsel Raymond, the IRB received notice that an IBT Hearing was held on October 15, 2014 to hear charges against Alexander and Wagoner. The hearing decision regarding the charges against Alexander and Wagoner was issued to the IRB on November 12, 2014, revised on January 9, 2015, and on January 13, 2015 the IRB found the revised decision, permanently barring Alexander and Wagoner from ever holding Office in Local 710 or its successors, to be not-inadequate.

On October 21, 2014, Mr. Raymond submitted to the IRB Sweeney's Affidavit and Agreement and made notation that Pauli's Affidavit and Agreement would follow. On October 31, 2014, the IRB received Pauli's Affidavit and Agreement. On November 13, 2014, after review of the Agreements, the IRB returned both the Sweeney and Pauli Agreements to the IBT as inadequate.

On January 22, 2015, the IBT issued notice that a hearing would be held and that notification of the date, place and time would be issued shortly.

F. MEMBER FRANK RADICE, LOCAL 817, GREAT NECK, NEW YORK

On December 19, 2013 the IRB issued an Investigative Report to the IBT General President with the recommendation that charges be filed against Frank Radice ("Radice") for being a member of organized crime and unreasonably failing to cooperate with the IRB by refusing to appear for his sworn examination on October 11, 2013. Among the issues the Chief Investigator intended to question Radice about during his sworn examination was whether he was a member or associate of organized crime and whether he had any contact with individuals reported to be organized crime members and associates. The FBI has provided an affidavit from a Special Agent stating that in his expert opin-

ion Radice is a member of the Gambino Organized Crime Family. (See IRB Report 2 in the June 2014 Issue of the TEAMSTER).

Mr. Hoffa, in a letter to the IRB dated December 20, 2013, stated that he determined to adopt and file the charges against Radice, and in accordance with past practice, he referred these charges back to the IRB for adjudication.

An IRB hearing on this matter was held March 12, 2014 in New York City. Neither Mr. Radice nor his Counsel appeared for the Hearing. The IRB's June 18, 2014 Opinion and Decision on this matter permanently expelled Radice from membership and permanently barred him from holding office or employment with the IBT or its affiliated entities. He may not receive any payments, salary, gratuities, gifts, severance payments, allowances, fees, benefit payments or contributions or other compensation of any kind from Local 817 or IBT affiliated entities, except that he may receive any pension, vacation or other benefits from an existing plan or program maintained by Local 817 or other IBT affiliated entities which had vested or accrued prior to his expulsion from membership.

On June 18, the IRB submitted its Opinion and Decision to the Court by way of Application 170. This matter is with Judge Preska.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 173 calls reporting alleged improprieties. As in the past, all calls appearing to fall within IRB jurisdiction were referred for investigation.

Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system which records hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed only by an IRB staff member. The recorded information, if complete and within IRB jurisdiction, is forwarded directly to the Investigation's Office in New York City. Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

V. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline number noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator

17 Battery Place, Suite 331

New York, NY 10004

Independent Review Board

444 North Capitol Street, N.W.

Suite 528

Washington, DC 20001

COURT ORDER

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK

UNITED STATES OF AMERICA,

Plaintiff,

v.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, *et al.*,

Defendants.

Civ. 88 4486 (LAP)

ORDER

LORETTA A. PRESKA, Chief United States District Judge:

Before the Court is the parties' Joint Motion for Approval of the Final Agreement and Order of Stipulation of Dismissal [dkt. no. 4409]. Upon receipt of the motion, the Court issued an order [dkt. no. 4411] soliciting written comments from interested parties and setting a hearing date of February 11, 2015, for comments and oral arguments in in support of and in opposition to the Joint Motion. Upon consideration of the parties' submissions, the comments received, and the arguments presented at the hearing, the motion is GRANTED.

DISCUSSION

It is well settled that there is a "strong judicial policy in favor of settlements," *McReynolds v. Richards-Cantave,* 588 F.3d 790, 803 (2d Cir. 2009) (internal quotation marks omitted), especially where "a government agency committed to the protection of the public interest has participated in and endorsed the agreement." *City of New York v. Exxon Corp.,* 697 F. Supp. 677, 692 (S.D.N.Y. 1988) (internal quotation marks omitted).

"[T]he proper standard for reviewing a proposed consent judgment involving an enforcement agency requires that the district court determine whether the proposed consent decree is fair and reasonable, with the additional requirement that the 'public interest would not be disserved,' in the event that the consent decree includes injunctive relief. *S.E.C. v. Citigroup Global Markets, Inc.*, 752 F.3d 285, 294 (2d Cir. 2014) (citation omitted) (quoting *eBay, Inc. v. MercExchange*, 547 U.S. 388, 391 (2006)). In determining whether a consent decree is fair and reasonable, the Court should look to, at a minimum, "(1) the basic legality of the decree; (2) whether the terms of the decree, including its enforcement mechanism, are clear; (3) whether the consent decree reflects a resolution of the actual clams in the complaint; and (4) whether the consent decree is tainted by improper collusion or corruption of some kind." *Id.* at 294-95 (citations omitted).

Ultimately, "[t]he job of determining whether the proposed . . . consent decree best serves the public interest . . . rests squarely with" the litigating agency. *Id.* at 296. This is because the decision of whether or not to enter a consent decree is "primarily about pragmatism," *id.* at 295, and involves assessments of risk "that are uniquely for the litigants to make," *id.* An agency's determination that settlement is appropriate "merits significant deference," *id.* at 296, and accordingly, the "primary focus of the [Court's] inquiry . . . should be on ensuring the consent decree is procedurally proper," *id.* at 295.

A thorough review of the Final Agreement and Order reveals that the settlement must be approved. There is no doubt here that the decree is procedurally proper, that its terms are clear, that it reflects a resolution of the claims at issue, and that it is untainted by collusion or corruption. The parties objecting to the settlement do not claim otherwise except to the extent that they requested and received clarification of certain terms on the record during the hearing. The remaining objections take issue with the policy choices embodied in the agreement that were the product of good faith bargaining between the parties—decisions that lie outside the ambit of this Court's review. The Court may not substitute its own judgment for that of the United States Attorney's Office because "' {t}he responsibilities for assessing the wisdom of such policy choices and resolving the struggle between competing views of the public interest are not judicial ones.'" *Id.* at 296 (quoting *Chevron, U.S.A., Inc. v. Natural Res. Def. Council, Inc.*, 467 U.S. 837, 866 (1984)).

Upon consideration of all the relevant materials before the Court, it is hereby ORDERED that the motion [dkt. no. 4409] is GRANTED and the above-captioned civil action is DISMISSED WITH PREJUDICE. The terms of the Final Agreement [dkt. no. 4409-1] are incorporated into this order, and this Court shall retain jurisdiction to enforce those terms.

SO ORDERED.

Dated: New York, New York
February 17, 2015

Loretta A Preska

LORETTA A. PRESKA
Chief United States District Judge

FINAL AGREEMENT AND ORDER

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK

UNITED STATES OF AMERICA,

Plaintiff,

v.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, *et al.*,

Defendants.

Civ. 88 4486 (LAP)

FINAL AGREEMENT AND ORDER

WHEREAS, on June 28, 1988, the United States of America (the "Government") commenced this action seeking relief against the International Brotherhood of Teamsters (the "IBT" or "Union") and others pursuant to the civil remedies provisions of the Racketeer Influenced and Corrupt Organizations ("RICO") Act, 18 U.S.C. § 1964;

WHEREAS, on March 14, 1989, this Court approved a consent order that resolved the Government's claims against the IBT defendants;

WHEREAS, the March 14, 1989 consent order has been clarified by agreement of the Parties and modified, both by agreement of the Parties and by Court order, as reflected in the document attached as Exhibit A to this order (the "Consent Decree");

WHEREAS, the Government and the IBT (the "Parties") entered into the Consent Decree with the objectives of ridding the IBT of any criminal element or organized crime and corruption and establishing a culture of democracy to maintain the Union for the sole benefit of its members;

WHEREAS, to achieve those objectives, the Consent Decree enjoined certain activity and instituted institutional reforms of the IBT's disciplinary and electoral processes;

WHEREAS, the Parties agree that implementation of the disciplinary and electoral provisions of the Consent Decree has resulted in significant and positive change in the culture and processes of the IBT, and that there has been substantial progress towards achieving the objectives of the Consent Decree;

WHEREAS, the Parties agree that there has been significant suc-

cess in eliminating corruption from within the IBT and in conducting free, open and democratic elections for its International Officers and Convention Delegates;

WHEREAS, the Parties recognize that, while substantial progress has been made under the Consent Decree, the threat posed to the IBT by organized crime and other corrupting influences, while substantially diminished, persists;

WHEREAS, the Parties acknowledge that, given the nature of the threat posed to the IBT by organized crime and other corrupting influences, continued vigilance is necessary to ensure that the objectives of the Consent Decree are achieved;

WHEREAS, by entering into this Final Agreement and Order (the "Final Order"), the Parties re-commit themselves to the original objectives of the Consent Decree, which remain the objectives of this Final Order;

WHEREAS, in addition to those objectives, the objectives of this Final Order are to reduce and ultimately eliminate the Government's role in the affairs of the IBT, except as otherwise expressly provided in this Final Order, while, at the same time, preserving the gains achieved by the Consent Decree; continuing to foster and promote democracy in the IBT through independent supervision of IBT elections; continuing the fight against criminal elements, organized crime, and corruption that threaten the IBT today; and preventing the re-emergence of those elements of those criminal elements, organized crime and corruption that have been eliminated from the IBT;

WHEREAS, the parties agree that these objectives can best be achieved by implementation of this Final Order; and

WHEREAS, it is imperative that the IBT be maintained democratically, with integrity, for the sole benefit of its members, and without unlawful outside influence;

NOW, THEREFORE, IT IS HEREBY STIPULATED AND AGREED, by and between the Government and the IBT, as follows:

PERMANENT INJUNCTIONS

1. All permanent injunctions entered in this action shall survive the dismissal of this action and shall continue to be fully viable and effective.

2. All current and future members, officers, agents, representatives, employees, and persons holding positions of trust in the IBT and any of its constituent entities (collectively the "IBT" or "Union") are permanently enjoined from:

(A) committing any act of racketeering activity, as defined in 18 U.S.C. § 1961;

(B) knowingly associating with any member or associate of any Organized Crime Family of La Cosa Nostra or any other criminal group;

(C) knowingly associating with any person enjoined from participating in union affairs;

(D) obstructing, or otherwise interfering, directly or indirectly, with the work of any person appointed to effectuate the terms of this Final Order; and

(E) knowingly permitting any member or associate of any criminal group, or any person otherwise enjoined from participating in union affairs, to exercise any control or influence, directly or indirectly, in any way or degree, in the affairs of the IBT or any of its constituent entities.

As used in this Final Order, the term "constituent entities" shall include all existing and future Joint Councils, Local Unions, and other IBT entities subordinate to the IBT General Executive Board.

3. For purposes of this Final Order (and for purposes of any disciplinary action taken by the IBT pursuant to the IBT Constitution), the phrase "knowingly associate" shall have the same meaning under this Final Order as under the Consent Decree, as construed by the United States Court of Appeals for the Second Circuit and this Court.

4. For purposes of this Final Order (and for purposes of any disciplinary action taken by the IBT pursuant to the IBT Constitution), the phrase "otherwise enjoined from participating in union affairs" shall have the same meaning under this Final Order as under the Consent Decree, as construed by the United States Court of Appeals for the Second Circuit and this Court, and shall include any person who was permanently barred, who was permanently expelled, who permanently resigned, or who was otherwise permanently removed from membership in the IBT pursuant to, following, or in response to disciplinary charges instituted or recommended under the procedures enacted under the Consent Decree or under this Final Order and shall include, among others and in particular, all persons identified on the list attached to this Final Order as Exhibit B.

5. All persons who were enjoined from participating in union affairs under the Consent Decree, including all persons identified on Exhibit B to this Final Order, and all persons who are permanently enjoined from participating in union affairs under the mechanisms established by this Final Order, are permanently enjoined from knowingly associating with any member or employee of the IBT or any of its constituent entities.

JURISDICTION AND ENFORCEMENT

6. This Court shall retain exclusive jurisdiction to enter any lawful and appropriate order to deter, discover, determine, sanction, and remedy any violation of this Final Order. The Government shall have the authority to apply to this Court, upon notice to the IBT, for such process and such equitable orders and sanctions as are lawful and appropriate to deter, discover, determine, sanction, or remedy any violation of this Final Order. This Final Order shall bind all current and future members, officers, agents, representatives, and employees of the IBT and its constituent entities to the same extent and to the same degree as the Consent Decree bound such entities and individuals.

ALL WRITS INJUNCTION

7. Pursuant to 28 U.S.C. § 1651, the IBT and its constituent entities, and all members, officers, representatives, agents and employees of the IBT or any such IBT constituent entity, are permanently enjoined from filing or taking any legal action that implicates the Consent Decree or this Final Order in any court or forum in any jurisdiction other than this Court. Upon discovering that an action that implicates the Consent Decree or this Final Order has been filed in any forum other than this Court, the IBT shall promptly give notice to the United States Attorney for the Southern District of New York (the "United States Attorney").

TRANSITION PERIOD

8. The Parties agree that, during the period (i) beginning on the effective date of this Final Order, and (ii) ending on the date five years following the effective date of this Final Order, (the "Transition Period"), the Government will relinquish its role in the affairs of the IBT, except as otherwise expressly provided in this Final Order, including its right under the Consent Decree and the IBT Constitution to elect Department of Labor Supervision of IBT elections and its right to require the maintenance of the Independent Review Board ("IRB"), in exchange for the IBT's commitment, as set forth in this Final Order, to establish and maintain effective and independent supervision of IBT International Union Officer and Convention Delegate elections and an effective and independent disciplinary mechanism.

9. During the Transition Period, the Government may apply to the Court, on notice to the IBT, for further equitable relief, including relief from its commitments and obligations under this Final Order and re-establishment of all obligations under the Consent Decree. On such application, the Government shall bear the burden of establishing, by a preponderance of the evidence, and without satisfying the standards and burdens set forth in Paragraph 48 of this Final Order or in Rule 60(b) of the Federal Rules of Civil Procedure, that the IBT has violated or has failed to satisfy its obligations under this Final Order promptly and in good faith, knowingly tolerated any violation of the injunctive provisions of this Final Order, or otherwise undermined or frustrated the terms and objectives of this Final Order.

INTERNATIONAL ELECTIONS

A. STRUCTURAL ELECTORAL REFORM

10. The Parties agree that the IBT will permanently retain the structural electoral reforms of the Consent Decree relating to the International Union Delegate and Officer Election, including without limitation, the one-Teamster, one vote, direct elections of IBT International Officers which were adopted by the IBT at the 2001 IBT Convention. Accordingly, the structural electoral reforms established by the Consent Decree, as set forth in Paragraph 12(D)(i)-(ix) of the Consent Decree, as amended, shall remain permanently in full force and effect. Moreover, for the election of International Officers that will be conducted during the Transition Period, the IBT shall not modify, amend, or eliminate any provision of the IBT Constitution that concerns the elections of convention delegates and International officers and trustees—including any provision of Article III; Article IV; Article VI, Section 8; or Article IX, Section 7, of the 2011 IBT Constitution—without the written consent of the United States Attorney. After the Transition Period, the IBT shall not modify amend, or eliminate any provision of the IBT Constitution that concerns the elections of convention delegates and International officers and trustees—including any provision of Article III; Article IV; Article VI, Section 8; or Article IX, Section 7, of the 2011 IBT Constitution—without first providing written notice to the United States Attorney. In addition, two weeks prior to each IBT Convention, the IBT must provide notice to the United States Attorney of any proposed amendments to the IBT Constitution concerning the election of convention delegates and/or International Officers and Trustees. In the event the delegates to an IBT Convention adopt any proposed amendments to the IBT Constitution, the IBT shall notify the Government of any such amendments, and the Government may apply to the Court for an order nullifying any such amendments. On any such application, the Government shall bear the burden of establishing, by a preponderance of the evidence, that the proposed amendment(s) will prevent the election system from continuing to function or will cause it to function ineffectively or without adequate independence; or that the amendment(s) will deprive members of their reasonable opportunity to nominate candidates, hold office, vote for and otherwise support candidates of their choice.

11. The 5% nomination threshold for International Officers and Trustees, which was adopted at the 2001 Convention, shall be maintained for the International Officer elections in 2016 and 2021. With respect to any International Officer election following the 2021 election, any change by the democratically elected delegates or membership to the nomination threshold shall be subject to the Government's right to apply to the Court to nullify any such change. On any such application, the Government shall bear the burden of establishing, by a preponderance of the evidence, that the proposed change(s) to the nominating threshold will prevent the election system from continuing to function or will cause it to function ineffectively or without adequate independence; or that the amendment(s) will deprive members of their reasonable opportunity to nominate candidates, hold office, vote for and otherwise support candidates of their choice.

B. INDEPENDENT ELECTION SUPERVISION

12. The Parties agree that every IBT International election occurring after the effective date of this Final Order shall be supervised by an Independent Election Supervisor appointed by the IBT in accordance with Article III, Section 5(a)(2), of the 2011 IBT Constitution, and in accordance with this Final Order. The Election Supervisor shall be empowered to employ such staff and other assistants as she/he deems appropriate.

13. The IBT shall establish and maintain standards sufficient to ensure that the Independent Election Supervisor appointed to supervise IBT International Officer elections after the effective date of this Final Order shall be experienced, effective, and completely independent of the IBT, and free from any actual or apparent conflict of interest. No individual may be appointed to the office of Independent Election Supervisor absent a reputation for honesty, integrity, impartiality, and independence. Barring exceptional circumstances, no individual may be appointed to the office of Independent Election Supervisor without substantial experience with union elections (desirable qualifications include knowledge of and experience with the mechanisms and procedures used in large scale elections, Title IV of the Labor Management Reporting and Disclosure Act and the IBT data systems) or law enforcement investigations, and a commitment to transparency in the election process. To the extent the Independent Election Supervisor lacks substantial experience with either union elections or law enforcement investigations, his or her staff shall include a person or persons with such experience. No individual serving as the Independent Election Supervisor or any member of his or her staff may be a candidate for any delegate position or International office. No individual serving as the Independent Election Supervisor or any member of his or her staff may be affiliated with any candidate for any delegate position or International office. No individual serving as the Independent Election Supervisor or any member of his or her staff may be a member of the IBT, a present or former paid or non-paid appointee of any IBT entity, or an individual who has been an employee, representative, or agent of any IBT entity within the previous ten-year period, except as provided in paragraph 14.

14. Neither the IBT nor any of its constituent entities may employ or retain any individual who has served as an Independent Election Supervisor for a period lasting at least five years after certification of the election in which the individual served as the Independent Election Supervisor. This provision shall not, however, preclude the appointment of an individual who has served as the Independent Election Supervisor to supervise subsequent Local Union or International Union elections.

15. During the Transition Period, no individual may serve as the Independent Election Supervisor without the consent of the United States Attorney. After the Transition Period, the IBT may appoint an individual to serve as the Independent Election Supervisor without the consent of the United States Attorney, provided that the IBT provides notice to the United States Attorney within seven (7) days of any such appointment and that the Independent Election Supervisor satisfies all of the conditions, criteria, and qualifications for experience and independence set forth in the IBT Constitution and this Final Order. The United States Attorney may, however, challenge such an appointment upon showing, by a preponderance of the evidence, that the Independent Election Supervisor does not satisfy all of the conditions, criteria, and qualifications for experience and independence set forth in the IBT Constitution and this Final Order.

C. ELECTION RULES

16. The Parties agree that every IBT International Officer election occurring after the effective date of this Final Order shall be conducted pursuant to rules and procedures designed to ensure a fair, free, and democratic election (the "Election Rules"). These rules and procedures shall permanently ensure that each election will be conducted by secret ballot and that every member shall have the right to vote for or otherwise support the candidate or candidates of his choice, without being subject to penalty, discipline or improper interference or reprisal of any kind by the Union or any member thereof. Notwithstanding any provision in paragraphs 17, 19, 20, and 21 regarding the adoption and modification of the Election Rules, the IBT shall not adopt or modify any Election Rules that have the purpose or effect of interfering with a member's right to vote by secret ballot for the candidate or candidates of his choice, without being subject to penalty, discipline or improper interference or reprisal of any kind by the Union or any member thereof.

17. The IBT General Executive Board (the "GEB") shall have the authority to adopt Election Rules to govern the election of Local

Union delegates to any International Union Convention at which candidates for International Union office are nominated, and for the election of International Union officers. The Election Rules shall provide for the appointment by the GEB of an Independent Election Supervisor, who shall conduct and supervise such elections of delegates to the International Convention, the nomination of candidates for International office at the Convention, and the election of International officers.

18. Authority to interpret and enforce the Election Rules shall rest at all times both during and following the effective date of this Final Order, both during and after the Transition Period, exclusively with the Independent Election Supervisor duly appointed pursuant to the IBT Constitution and this Final Order, who shall endeavor at all times to consult with all interested parties, including the IBT, before interpreting or enforcing the Rules. In addition, the Election Supervisor shall also have authority to recommend Election Rules to the GEB for consideration.

19. During the Transition Period, and except as otherwise provided by this Final Order, the Election Rules adopted by the GEB shall not differ in any material way from the rules that governed the 2011 International Union and Delegate Election (the "2011 Election Rules"), as supplemented and amended, which were agreed upon by the Government and the IBT and approved by the Court. During the Transition Period, the Independent Election Supervisor may propose material amendments or changes to the 2011 Election Rules, but such material amendments or changes may be made only with the written consent of the Government and the IBT. In addition, during the Transition Period, the Independent Election Supervisor may, after consulting with all interested parties, including the IBT, make non-material changes to the 2011 Rules as necessary to tailor the rules to the new election cycle. For the International Officer elections commencing with the election in 2016, the Election Rules shall be amended, following notice and comment in accordance with the procedures followed for the 2006 and 2011 elections, to provide for a mailing funded by the Union in a single package of campaign materials from all nominated candidates to the current names and addresses that are on file for members in good standing. The mailing will occur in lieu of one issue of the IBT Magazine not less than one week prior to the date scheduled by the Election Office for the mailing of ballots. This amendment shall require that the mailing afford each nominated candidate a reasonable opportunity, equal to that of any other candidate for the same office, to communicate his or her views to the membership. In addition, for the International Officer elections commencing with the election of 2016, the Election Rules shall be amended, following notice and comment in accordance with the procedures followed for the 2006 and 2011 elections, to provide reasonable measures for the IBT's accommodation of reasonable requests from candidates to communicate electronically with the membership. Such measures may include the steps set forth in Exhibit C to this Final Order. All Election Rules amendments made pursuant to this paragraph shall be made in accordance with paragraphs 16-21 of this Final Order.

20. After the Transition Period, the GEB shall promulgate Election Rules for succeeding election cycles which are substantially the same as those which governed the previous IBT elections but may make non-material changes as necessary to tailor the rules to a new election cycle. In promulgating Election Rules for elections conducted after the Transition Period, the GEB may also make material modifications to the provisions of the Election Rules used for preceding elections, provided that the changes are fully consistent with federal law, the IBT Constitution, and this Final Order, and provided that the Government is notified in writing of the changes prior to their implementation and provided that they are approved by the Independent Election Supervisor. Prior to submitting any proposed material modification to the Independent Election Supervisor, the GEB shall notify the IBT membership of the proposed change by posting the proposed modification on the homepage of the IBT's website, and provide IBT members with thirty (30) days to submit comments on the proposed modification. The Independent Election Supervisor may reject the modifications only if he or she determines, after consulting with all interested parties including the IBT, that the changes will prevent the election system from continuing to function or will cause it to function ineffectively or without adequate independence; or that the amendment(s) will deprive members of their reasonable opportunity to nominate candidates, hold office, vote for and otherwise support candidates of their choice.

21. After the Transition Period, the IBT shall provide notice to the Government in advance of any material change it proposes to make to the Election Rules. Such notice shall be sufficiently in advance of the proposed effective date of the material change to afford the Government a reasonable time within which to apply to the Court for the relief set forth in this paragraph. With respect to any proposed changes to the Election Rules with which it disagrees, the Government may apply to the Court, on notice to the IBT, for an order disapproving the proposed change(s). On any such application the Government shall bear the burden of establishing, by a preponderance of the evidence, that the proposed change will prevent the election system from continuing to function or will cause it to function ineffectively or without adequate independence; or that the amendment(s) will deprive members of their reasonable opportunity to nominate candidates, hold office, vote for and otherwise support candidates of their choice.

D. ELECTION REPORTS

22. Following certification of the results of each IBT election conducted after the effective date of this Final Order, the IBT shall solicit and make available to the membership a report by the Independent Election Supervisor, which shall report in detail on the results of the election (including the statistics reflecting voter turnout and the number of contested delegate elections), assess the successes and shortcomings of the election process, determine any positive and negative trends in comparison to prior election cycles, and recommend changes to the election rules to address any negative trends and enhance the democratic process. During and after the Transition Period, the IBT shall provide a copy of the Independent Election Supervisor's report to the Government. During and after the Transition Period, the Independent Election Supervisor shall have the right to communicate with the membership concerning the IBT international election, including, for example, posting the election rules, any decisions on disputed matters, election results and logistical information.

E. ELECTION ACCESS ORDER

23. During the Transition Period, the presumptive right of access to employer property as set forth in the 2011 Election Rules shall be adopted, upon application of either party, as an order of this Court and fully enforceable by the Parties as against third parties to the extent permissible under the All Writs Act.

UNION DISCIPLINE

A. INDEPENDENT DISCIPLINARY SYSTEM

24. The IRB shall continue to operate for a period of one year following the effective date of this Final Order.

25. Following this one-year period, the IBT shall establish and permanently maintain an effective and independent disciplinary enforcement mechanism with ultimate authority to discipline IBT members and require compliance by the IBT with its Constitution and rules (the "independent disciplinary system"), to replace the IRB as described herein. The independent disciplinary mechanism established by the IBT shall consist of one Independent Investigations Officer and one Independent Review Officer (collectively, the "IBT Disciplinary Officers").

26. The IBT shall establish minimum qualifications for service as an IBT Disciplinary Officer, which qualifications shall be designed to ensure that each IBT Disciplinary Officer is experienced, effective and completely independent of the IBT, and free from any actual or

apparent conflict of interest. No individual may serve as an IBT Disciplinary Officer absent a reputation for honesty, integrity, impartiality, and independence, and unless he or she is an attorney with substantial prior experience with enforcing labor laws or with governmental investigations, or has substantial prior experience as a federal or state judge. Current and former members and employees and agents of the IBT and its constituent entities shall be ineligible for appointment as IBT Disciplinary Officers.

27. The term of office of each IBT Disciplinary Officer shall be five years from the date of appointment, with the first appointments occurring one year following the effective date of this Final Order. At that time, the IRB will transfer pending disciplinary matters to the independent disciplinary mechanism, and/or refer pending disciplinary matters to appropriate law enforcement agencies. The IRB has sole discretion to determine which, if any, pending disciplinary matters and associated documents it will transfer to the independent disciplinary mechanism and/or refer to appropriate law enforcement agencies. Upon completing transfer or referral of any pending disciplinary matters it elects to transfer or refer, the authority of the IRB shall terminate. IBT Disciplinary Officers may not be removed from office during their terms absent good cause. If the IBT seeks to remove an IBT Disciplinary Officer for cause, it shall promptly provide notice to the United States Attorney of its intent to effect removal and the reason(s) therefore.

28. During the Transition Period, the IBT Disciplinary Officers shall be selected jointly by the United States and the IBT. The Court will retain authority to approve the Parties' joint selection, and/or resolve any disputes between the Parties concerning the selection. At the end of the five-year terms of the IBT Disciplinary Officers appointed during the Transition Period, the IBT General President may appoint an individual to serve as an IBT Disciplinary Officer without the consent of the United States Attorney, provided that the individual satisfies all of the conditions, criteria, and qualifications for experience and independence set forth in the IBT Constitution and this Final Order, and further provided that the IBT provides advance notice to the United States Attorney of the individual the IBT has proposed to serve as an IBT Disciplinary Officer. Such notice shall be sufficiently in advance of the effective date of the IBT Disciplinary Officer's appointment to afford the Government a reasonable time to apply to the Court for an order disapproving the appointment on the ground that the individual fails to satisfy all of the conditions, criteria, and qualifications for experience and independence set forth in the IBT Constitution and this Final Order.

29. Each of the IBT Disciplinary Officers shall be empowered to employ such staff and other assistants as she/he deems appropriate, including, but not limited to, attorneys and individuals who are experienced in law enforcement investigations. All such staff shall be completely independent of the IBT.

30. The IBT Disciplinary Officers shall exercise such investigative and disciplinary authority as previously exercised by the IRB, as set forth in the Consent Decree and the rules and procedures governing the Independent Disciplinary Officers and their authorities (the "Disciplinary Rules") attached as Exhibit D to this Final Order, as well as the authority that the General President, General Secretary-Treasurer, and General Executive Board are authorized and empowered to exercise pursuant to the IBT Constitution, as well as any and all applicable provisions of law, including, without limitation, the authority to recommend disciplinary charges against IBT members, to review decisions by the Union with respect to recommended charges, to impose discipline, to review trusteeships imposed by the IBT over affiliates and to recommend trusteeships to be imposed by the IBT over affiliates, to review disciplinary decisions issued by the IBT General Executive Board and to review the IBT's audit records for affiliates and to conduct their own audits of IBT entities. The Independent Investigations Officer shall also issue an annual report to the IBT and the United States Attorney addressing the functioning of the disciplinary system, the IBT's compliance with this Final Agreement and Order and any other matters he or she considers appropriate. During the first five-year term of office of the Independent Investigations Officer, as set forth in paragraph 27, consistent with the practice of the IRB, the Independent Investigations Officer shall be authorized to request that the Court issue subpoenas.

31. Upon completion of an investigation, and in the event the Independent Investigations Officer concludes that actions by the IBT or an affiliated body are warranted, the Independent Investigations Officer shall prepare a written investigation report detailing proposed charges and recommendations, concerning the discipline of IBT officers, members, employees, agents, and representatives, or concerning recommendations that any IBT affiliated body be placed in trusteeship.

32. In the event that the Independent Investigations Officer determines that discipline or a trusteeship should be imposed upon any member or constituent entity, the written report shall be referred to an appropriate Union entity for review, investigation or action within the authority of that entity. The Independent Investigations Officer may designate any such matter as an original jurisdiction case for the General President to review. Copies of all written referrals shall be sent to the General President and General Executive Board and, during the Transition Period, to the United States Attorney. The Union entity to which the matter has been referred shall promptly take whatever action is appropriate in the circumstances and shall, within ninety (90) days of the referral, make written findings setting forth the specific action taken and the reasons for that action. The Independent Review Officer may grant an extension of this ninety (90) day period upon request for good cause. In the event that the Union entity files disciplinary charges based upon the referral, the Union shall act as the charging party. Appeals from actions taken by Union entities subordinate to the GEB may be filed with the Independent Review Officer.

33. The Independent Review Officer shall have authority to review IBT disciplinary decisions in matters referred by the Independent Investigations Officer. If the Independent Review Officer determines that the Union entity to which the matter has been referred has not pursued the matter in a lawful, responsible or timely manner, or that a decision is inadequate in the circumstances, the appropriate Union entity shall be notified and shall, within twenty (20) days set forth in writing any additional actions it has taken or will take to correct the defects set forth in the Independent Review Officer's notice. The Union entity shall, in addition, specify a timetable for such additional actions to be completed.

34. If the Independent Review Officer concludes that the Union entity has not responded or that the additional actions it has taken or will take are inadequate to remedy the defects previously identified, the Independent Review Officer shall convene a de novo hearing on the matter, giving adequate prior notice to all affected parties.

35. Hearings resulting from Independent Investigations Officer referrals before a Union entity shall be conducted under rules and procedures consistent with the requirements of Article XIX of the IBT Constitution and applicable law, except that the charged parties shall have the right to be represented by legal counsel, or by a fellow member of the Union, at their option. The Independent Review Officer shall issue a written decision with respect to any matter on which a hearing has been conducted before him/her. Hearings conducted before the Independent Review Officer shall be governed by the Disciplinary Rules, attached hereto as Exhibit D. Decisions of the Independent Review Officer are final and binding and shall not be subject to further review under the IBT Constitution or to judicial review by this Court, provided, however, that nothing in this Final Order shall limit the right of any person or entity adversely affected to seek judicial review of union discipline to the extent such review is available under the Labor-Management Reporting and Disclosure Act of 1959 ("LMRDA"). In any such action, the Independent Disciplinary Officers are authorized, but are not required to, file papers in support of the decision of the Independent Review Officer. The appropriate IBT entity shall take all action which is necessary to implement the Independent Review

Officer's decision, consistent with the IBT Constitution and applicable federal laws.

36. Any proposed settlement of a charge referred by the Independent Investigations Officer, between the individual or Union entity charged and the IBT, is subject to approval by the Independent Review Officer. The Independent Investigations Officer, the individual or Union entity charged, and the IBT shall have the right to be heard by the Independent Review Officer in connection with his decision whether to approve a proposed settlement.

37. The IBT shall provide to the United States Attorney copies of all written reports issued by the Independent Investigations Officer throughout his or her first five-year term of office, and all decisions issued by the Independent Review Officer throughout his or her first five-year term of office. Any person or entity seeking judicial review of union discipline that is imposed, recommended or approved by the IRB, or by the IBT Disciplinary Officers during their first respective five-year terms of office, must file a petition with this Court. The IBT shall promptly provide notice to the United States Attorney of any lawsuit by any person or entity that challenges or seeks review of union discipline imposed, recommended or approved by the IRB, or by the IBT Disciplinary Officers during their first respective five-year terms of office.

38. During the Transition Period, the IBT may not make material changes to the independent disciplinary mechanism, or amend any provision of Article XIX of the IBT Constitution, absent the written consent of the United States Attorney or the approval of this Court. After the Transition Period, upon advance written notice to the Government, the IBT may make material changes to the independent disciplinary mechanism or amend Article XIX of the Constitution without the consent of the United States Attorney or the approval of this Court provided, however, that Government may apply to the Court, on notice to the IBT, for an order disapproving the material change or amendment. On any such application, the Government shall bear the burden of establishing, by a preponderance of the evidence, that the change or amendment is inconsistent with the terms and objectives of this Final Order or otherwise threatens to undermine the independence or effectiveness of the disciplinary mechanism. A change in the disciplinary mechanism shall presumptively undermine the independence and effectiveness of the disciplinary mechanism, and therefore be impermissible, if it results in a mechanism that is: (a) not staffed by persons completely independent of the IBT; (b) without ultimate and unfettered authority to investigate and sanction IBT members or its constituent entities for violations of the IBT Constitution and the permanent injunctive provisions of this Final Order, or (c) without ultimate and unfettered authority to investigate and compel compliance by the IBT with its Constitution and rules.

C. DISCIPLINARY RULES

39. The rules and procedures governing the IBT Disciplinary Officers and their authorities ("Disciplinary Rules") are attached to this Final Order as Exhibit D.

40. During the Transition Period, the IBT make not make any material change to the Disciplinary Rules absent the written consent of the United States Attorney. After the Transition Period, upon advance written notice to the Government, the IBT may make material changes to the Disciplinary Rules without the consent or approval of the United States Attorney, provided, however, that the Government may apply to the Court, on notice to the IBT, for an order disapproving any material change to the Disciplinary Rules. On any such application, the Government shall bear the burden of establishing, by a preponderance of the evidence that the change is inconsistent with the terms and objectives of this Final Order or otherwise threatens to undermine the independence or effectiveness of the independent disciplinary mechanism.

D. DISCIPLINARY REPORTS

41. The Independent Review Officer shall be responsible for preparing and distributing to the membership annual reports of the work of the IBT Disciplinary Officers, which reports shall include detailed descriptions of the disciplinary, trusteeship, compliance, and other actions taken by the IBT Disciplinary Officers during the preceding year, including a summary of the number and types charges referred by the Independent Investigations Officer, the disposition of those charges, and an analysis of those dispositions as compared with the dispositions of similar charges in previous years.

42. During and after the Transition Period, the IBT shall promptly provide copies of the annual disciplinary reports to the Government.

ADEQUATE FUNDING AND INDEMNIFICATION

43. The IBT shall pay all costs and expenses of, and provide suitable office space outside the premises of the IBT for, the Independent Election Supervisor, the IBT Disciplinary Officers, and their respective staffs. The IBT shall work cooperatively with the officers appointed pursuant to this Final Order to establish a budget for each office that is reasonable and adequate to ensure the effectiveness and independence of each officer. Any dispute regarding the adequacy of funding or other resources of all officers appointed by the IBT pursuant to this Final Order shall be resolved by the Independent Review Officer or, if such dispute cannot be resolved by such Independent Review Officer, by this Court.

44. The IBT shall purchase a policy of insurance in an appropriate amount to protect the Independent Election Supervisor, the IBT Disciplinary Officers, and any persons acting on their behalf from personal liability for any of their actions on behalf of the IBT, the Independent Election Supervisor, or the IBT Disciplinary Officers. If such insurance is not available, or if the IBT so elects, the IBT shall indemnify the Independent Election Supervisor, the IBT Disciplinary Officers, and persons acting on their behalf from any liability (or costs incurred to defend against the imposition of liability) for conduct taken pursuant to this Final Order. That indemnification shall not apply to conduct not taken pursuant to this Final Order. In addition, the Independent Election Supervisor, the Independent Disciplinary Officers, and any persons designated or hired by them to act on their behalf shall enjoy whatever exemptions from personal liability may exist under the law for court officers.

INTERNAL AUDIT AND FINANCIAL CONTROLS

45. The IBT's obligations under the Stipulation and Order entered December 28, 2001, concerning enhancements to the internal financial controls of the IBT are incorporated by reference into this Final Order. The IBT shall maintain the enhancements to its internal financial controls implemented pursuant to the December 28, 2001 Stipulation and Order, and may modify such controls only with the approval of the independent accounting professional appointed pursuant to Article VIII, section 1, of the IBT Constitution. During the Transition Period, the IBT may not amend Article VIII, Section 1, of the IBT Constitution absent the written consent of the United States Attorney.

SUSPENSION OF INDICTED OFFICERS AND APPOINTEES

46. In the event any officer, agent, appointee, representative, or employee of the IBT or any of its constituent entities is criminally charged in any federal or state court with any act of racketeering, as that term is defined in 18 U.S.C. § 1961, or any felony relating to the conduct of the affairs of any labor organization or employee benefit or pension plan, the IBT General President, with the approval of the General Executive Board, or the General Executive Board acting on its own initiative, upon being informed about such charge, may immediately place the accused individual on temporary leave of absence without pay, may preclude such individual from holding any paid or non-paid position with the IBT or any of its constituent entities, and shall refer the matter to the Independent Investigations Officer for investigation and such other actions as he or she deems appropriate consistent with this Final Order. If

the IBT does not place an individual charged with an offense described above on a temporary leave of absence without pay or preclude the individual from holding any paid or non-paid position with the IBT or any of its constituent entities, the IBT shall submit a report to the United States Attorney explaining its reasons.

IMPLEMENTATION OF THIS FINAL ORDER

47. The IBT agrees to take all actions to ensure its ability to lawfully comply with its obligations and commitments under this Final Order. The IBT shall not adopt any procedure, resolution, constitutional amendment, code of conduct, or other internal rule that is inconsistent with, or has the purpose or effect of undermining, the terms or objectives of this Final Order.

FURTHER EQUITABLE RELIEF

48. Except as otherwise expressly provided in this Final Order, the Government shall have no further role in the affairs of the IBT after the Transition Period, provided, however, that the Government may apply to the Court, on notice to the IBT, for an order seeking further equitable relief against the IBT. On any such application, the Government shall bear the burden of establishing, by a preponderance of the evidence, that: (a) the IBT has violated or failed to fully and effectively implement the terms of this Final Order; (b) the IBT's independent disciplinary mechanism has ceased to function or is functioning ineffectively or without adequate independence; (c) the IBT's electoral system has ceased to function or is functioning ineffectively or without adequate independence; or (d) there exists systemic corruption or organized crime influence in the IBT. Any of the preceding showings by the Government (i.e., (a) through (d)) shall automatically constitute evidence of an unforeseen obstacle to the objectives of this Final Order and a significant change in the facts upon which this Final Order was entered, and alone shall justify and warrant revision of this Final Order. Upon such a showing, the Court may modify this Final Order or award such equitable relief as the Court deems lawful and appropriate to bring the IBT into compliance with its obligations under this Final Order or to achieve the disciplinary and electoral objectives of this Final Order. A decision by the Court on such an application may be appealed to the United States Court of Appeals for the Second Circuit.

CONTINUED VIABILITY OF CONSENT DECREE PRECEDENT

49. All matters of construction and interpretation of the Consent Decree, Election Rules, and obligations imposed upon members under the IBT Constitution shall continue to be governed by the decisional law established in this action by the Independent Administrator, the IRB, the Election Officers, the Election Administrator, the Election Appeals Masters, this Court, and the United States Court of Appeals for the Second Circuit. The IBT shall continue to make precedents established during the Consent Decree, and thereafter, available to the IBT membership through the IBT website or other means designed to afford similar access to the membership.

LIMITATIONS

50. Nothing in this Final Order shall: (a) prevent the United States or any of its agencies or individual agents from investigating the IBT or any person having any relation to this matter; or (b) prevent the United States from instituting a civil or criminal action against any person or entity in the future and, in doing so, relying on any evidence or materials utilized in preparation for this action, or re-alleging any of the allegations made in this action.

51. Nothing in this Final Order shall affect the validity or operation of any existing decrees or orders entered against the IBT or any of its entities in any action outside the Southern District of New York, including, without limitation, any decrees or orders entered in *United States v. Local 282 of the IBT*, CV-94-2919 (E.D.N.Y); *United States v. Local 295 et al.*, CV-90-970 (E.D.N.Y.); *United States v. Private Sanitation Industry Ass'n et al. (IBT Local 813)*, CV89-1848 (E.D.N.Y.); *United States v. Local 560*, 82 Civ. 689 (D.N.J.); *United States v. Bonanno Organized Crime Family et al.*, Civ. No. 87-2974 (E.D.N.Y); and *United States v. Vincent Gigante et al.*, Civ. No. 88-4396 (D.N.J.).

NOTICE

52. Whenever this Final Order obligates the IBT to give notice to the United States Attorney, such notice shall be in writing and sent to the United States Attorney's Office, Southern District of New York, 86 Chambers Street, 3rd Floor, New York, New York, 10007, attention: Chief, Civil Division, with an indication that the matter concerns *United States v. IBT*, 88 Civ. 4486 (LAP).

53. The IBT shall provide notice to the membership of the entry of this Final Order by publishing a copy of this Final Order (including all exhibits) on the IBT's website and printing the text of this Order (including Exhibit B only), in the next issue of the Teamster Magazine published after entry of this Final Order.

54. Contemporaneous with any appointment by the IBT of an Independent Election Supervisor or an IBT Disciplinary Officer in accordance with this Final Order, the IBT shall announce such appointment in the Teamster Magazine and on the home page of the IBT website. The announcement of such appointments shall provide sufficient information about the appointee to demonstrate that the appointee meets the qualifications for experience and independence set forth in the IBT Constitution and this Final Order.

1989 CONSENT DECREE

55. Upon the effective date of this Final Order, and except as provided in this Final Order, this Final Order shall supersede and replace the 1989 Consent Decree.

EFFECTIVE DATE

56. The effective date of this Final Order shall be the date on which it is signed by the Court, and thereupon, this action shall be dismissed, subject to the provisions of this Final Order.

Dated: January 13, 2015

PREET BHARA
United States Attorney for the
Southern District of New York

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INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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Washinigton, DC 20001
Telephone No. (202) 624-6845
Fascimile No. (202) 624-6884

SO ORDERED:

HON. LORETTA A. PRESKA
UNITED STATES DISTRICT JUDGE

PERMANENTLY BARRED FROM THE IBT

Persons Permanently Barred from the IBT by Action Initiated by IRB

Aaron, Scott
Abbate, Joseph
Adamo, Frank
Adelstein, Bernard
Agathos, John
Agliata, Peter
Akalski, John
Alfieri, Victor
Aligo, Joseph
Alimena, Ralph J.
Allocca, Francis
Anthony, Gary
Antoun, Anthony
Baccaro, Frank
Bane, Michael
Barbato, Salvatore
Barbato, Salvatore
Baron, Perry
Baron, Thomas
Baroncelli, David
Barretta, Jack
Barretti, Jr., Philip
Barretti, Philip
Bavaro, Pasquale
Bellamare, Andrew
Bellochio, Scott
Bennett, Eugene
Bernhard, Nicolas
Bernstein, Joseph
Bilotti, John
Bizenza, Richard
Boano, Michael L.
Boggia, Glenn
Bourgal, Micahel
Brovarski, Theodore J.
Brovarski, Theodore M.
Brown, Timothy
Buckley, James
Burhoe, Joseph
Bush, Earl D.
Calagna, Anthony
Calagna, Sr., Anthony
Calcagno, Robert
Caldwell, Walter
Camadeco, Benjamin
Cammaranno, Jr., Joseph
Cammaranno, Sr. Joseph
Canino, Sam
Cantu, Arthur
Capone, Albert
Capone, Stephen
Caracciolo, Dominick
Carbone, Michael
Carbone, Ronald
Carey, Ron
Carucci, Michael
Cashman, George
Cassero, Charles
Castelle, John
Cataldo, Salvatore
Centaro, Charles
Cerbone, Thomas
Cherilla, William
Chester, Todd
Chester, Todd
Chiavola, George
Ciesla, Richard
Cimino, Joseph
Ciner, Eugene
Clancy, John
Coli, James L.
Compono, John
Congemi, John
Connelly, Leo
Cordato, Vincent
Corrallo, Gerald
Cozza, Theodore
Cozzo, James Vincent
Crapanzano, L. Robert
Crapanzano, Pasquale
Crapanzano, Patrick
Crawley, Chuck
Cumella, Jasper
Cuozzo, Anthony
Cutolo, William
Czernel, Chester
D'Aiuto, John
D'Ambrosio, Rocco
D'Amico, Ralph
D'Andraia, Ralph
D'Angelo, Robert
Deamicis, James
DeAngelis, Louis
Dellorusso, Patrick
Delsardo, Ralph
DeMatteo, Joseph
DeStefano Albert
DiFronzo, Peter M.
DiGangi, Michael
DiGirlamo, Nick A.
DiLeonardo, Michael
DiNardi, Anthony
DiNardi, John
Disario, Vincent
DiTomasso, Marie
Doe, Michael
Donahue, Dennis
Doris, Maria
Dougherty, Edward
Doyle, Scott
Dyson, Ronald
Esposito, Louis
Faicco, Alfred
Fandacone, Anthony
Fappiano, Frank
Fasulo, Philip
Fattizzi, Dina
Fattizzi, Vincent
Fattizzi, Vincent
Fazio, John
Federico, Vincent
Feeney, Frank
Feeney, Robert J.
Feinstein, Barry
Feola, Vincent
Ferchak, William
Ferrara, John
Ferreri, Ralph
Festa, Modestina "Augie"
Fields, Lon
Fiumfreddo, Frank
Forino, Ronald H.
Friedman, Harold
Froncillo, Dominick
Furstman, Theodore N.
Fusco, Carmine
Fusco, Dominick
Galante, James
Gallina, Andrew
Garafola, Edward
Garbarino, Anthony
Garono, Lawrence
Geller, Mitchell
Generoso, Jr., Michael
Generoso, Vincent
Genoese, William
Georgopolous, John
Giannattasio, Maria
Gibney, George
Giovanniello, Nicholas
Girlando, Joseph
Glimco, Joseph
Gonzalez, Edwin
Grancio, Nicholas
Guarniero, Pasquale
Gugliaro, Vincent
Guglielmo, John F.
Guidice, Dominick
Hamilton, William
Hanoian, Paul
Heilbrun, Richard
Heim, Donald
Herron, Murlene
Hickey, Dennis C.
Hickey, Dennis E.
Hittner, Elyse
Hittner, Jeffrey
Hittner, Mark
Hittner, Seymour
Hoff, Walter
Hogan, Joseph
Hogan, William T.
Hohmann, John
Houmis, Mark
Ianniello, Michael
Igneri, Anthony
Immerglick, Roger
Incandella, Frank
Ingrassia, Joseph
Innaurato, Peter
Isner, Raymond
Jackson, James
Jones, Mark
Kapp, Bruce
Kikes, John
Kolakowski, Zbigniew
Kosey, Joseph
Lanser, Chris
Lanza, Charles
Lanza, Louis
Lark, Jr., Clarence
Lauro, Costabile
Leidl, Randolph
Levy, Richard
Ligurotis, Daniel C.
Llopiz, Mia
LoDolce, Joseph
Loguidice, Michael
Lombardo, Louis
Lombardozzi, Camillo
Lombardozzi, Daniel
Lombardozzi, George
Long, John F.
Lunati, Frank
Lunati, Louis
Maddaloni, Michael
Madonna, Aniello
Maguire, Lawrence
Mahoney, John S.
Maldonado, Fausto
Malena, Michael
Mall, Richard
Manero, Anthony
Manfredi, Antonio
Manfredi, Corrado
Manfredi, Nick
Mangine, David
Manzo, Frank
Marchini, Michael
Marsigliano, Frank
Martinelli, Henry
Martinelli, John
Martinelli, Robert
Martinelli, Vincent
Martinez, Edward
Mastando, John
Mastando, John
Mauro, Charles
McKay, Robert
McKim, Nellie
McNamara, Dennis
McNeil, James
Meekin, John
Menechino, Peter
Meyer, Charles
Mezzina, Onofrio
Milano, Dominick
Miller, Albert
Milo, Nicholas
Minichino, Marco
Mirabello, Michael
Misuraca, Angelo
Moar, James
Mongelli, Paul
Morabito, Alice
Moran, John
Morris, David
Morris, Michael J.
Morrison, Jerry
Mosley, Cassandra
Mule, Joseph C.
Murray, Joseph
Musso, Girolemo "Sonny"
Napolitano, Morris Sr.
Nardi, Nicholas
Nave, Jerry
O'Brien, Charles
O'Donnell, Anthony
O'Grady, James
Ortense, Valentine
Paccione, Adrianne
Paccione, Angelo
Padellaro, Joseph
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Paolino, Angelo
Paolino, Thomas
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Parise, Nicholas, Sr.
Parker, Larry
Parrino, Anthony
Passo, Dane
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Perry, John
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Picone, John
Picone, Samuel
Pierce, Bernice
Pirro, Joseph
Piscopo, Bernard
Plinio, Thomas
Plotnick, Larry
Polidori, Raymond
Ponce, Armando
Porta, Michael
Porter, Raymond
Prelli, Michael
Proctor, Gary
Proybehan, John
Purpura, Carl
Rabbit, Michael
Radek, Richard
Radice, Frank
Rascyk, Greg
Razza, Anthony
Rea, Armando
Reynolds, Andrew
Rheinhardt, Robert
Richardson, Gary
Riley, Robert
Rizzo, Anthony
Rizzo, Patricia
Roach, Christopher
Roberto, Joseph
Robilotto, Nicholas
Robles, Donny
Rodzwicz, Edward
Rosano, Thomas
Ross, Charles
Ross, Josef
Rumore, Anthony
Rumore, Louis
Russo, Michael
Ryan, Thomas
Ryan, Timothy
Sacca, Dominic
Sainato, Anthony
Salcedo, Sergio
Salerno, Cirino (Charles)
Salerno, Frank
Saltalamachea, Henry
Sansone, Robert
Santora, Gene
Sass, Gary
Sasso Robert
Scaffidi, Anthony
Scalza, Perry
Scalza, Richard
Scalza, Robert
Schweitzer, Henry
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Scognamiglio, James
Scully, Christopher
Selvaggi, Warren
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Senese, Lucien
Senter, Anthony M.
Sirabella, Anthony
Sirico, Robert
Skeries, Robert
Slawson, Bradley A.
Slawson, Bradley D.
Slemko, Daniel
Sombrotto, Vincent
Sottile, Pasquale
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Sperando, John
Spikes, Jr., Willie
Spranzo, Carlo
Stauffer, Joseph
Stein, Larry
Stella, Ronald
Talerico, Joseph
Tamily, Henry
Taylor, John
Tennenbaum, Bernard
Teolis, Glenn
Tomanelli, Michael
Torre, Joseph
Tortorici, Philip
Trerotola, Joseph
Triano, Robert
Tripodi, Stephen
Trivigno, John
Turzio, Anthony
Urso-Pernice, Michael
Valerio, David
Valerio, Gildo
Valle, Sonio
Vanderbergen, Dennis
Ventimiglia, Pasquale
Vera, Arcadio
Vigliotti, Joseph
Vigliotti, Vincent
Vitarelli, Frank Sr.
Vitarelli, Joseph
Vulpis, Daniel Jr.
Vulpis, Daniel, Sr.
Vulpis, Dominic
Vulpis, Dominick
Wallach, David
Weinberg, Brian
Weinberg, Sheldon
Werthmann, Thomas
Whitney, Sam
Wilkens, Jeffrey
Wilson, Robert
Winstead, Brady
Wojciechowski, Joseph
Wolf, Rita
Yanucci, Jospeh
Yera, Maria
Zancocchio, John
Zappi, Anthony
Zenga, Daniel

Persons Permanently Barred by Action of the IBT Independently of the IRB

Cashman, George

ELECTION SUPERVISOR'S REPORT

THE 2015-2016 IBT INTERNATIONAL UNION DELEGATE AND OFFICER ELECTION IS STARTING

Election Supervisor Appointed

Proposed Election Rules Are Open for Member Comments

The IBT elects its international officers every five years and the process of the 2015-2016 election is about to start. This process, independently supervised by an Election Supervisor, starts with adoption of Election Rules. Under these rules, local unions will elect delegates to the June 2016 IBT Convention, where candidates for international office will be nominated. The election for contested international officer positions will be decided by every-member balloting in Fall 2016. The rules and procedures for the 2015-2016 international officer election will be basically the same as in the 2010-2011 election.

Appointment of the Election Supervisor, 2015-2016

The IBT and the United States Government have selected Richard W. Mark as Election Supervisor for the 2015-2016 IBT International Union Delegate and Officer Election. Mr. Mark served as Election Supervisor for the 2005-2006 and 2010-2011 international officer elections. The IBT and the Government will jointly agree on an individual to serve as Election Appeals Master.

The impartial Election Supervisor is responsible for supervising and conducting a fair, free, democratic, and informed election process. More information is available at the Election Supervisor's website, www.ibtvote.org.

The address of the Election Supervisor's Office is:

Richard W. Mark
Office of the Election Supervisor
***for the* International Brotherhood of Teamsters**
1050 17th St., N.W., Suite 375
Washington, D.C. 20036
Phone: 1-202-429-8683
1-844-428-8683 (202-IBT-VOTE) (Toll Free)
Email: ElectionSupervisor@ibtvote.org

Proposed Rules – Comment Period Ends on May 22, 2015.

You are invited to comment on the proposed *2016 Rules*.

The proposed *2016 Rules* are substantially the same as rules used in previous IBT international officer elections, specifically the *2011 Rules*. A guide to the significant differences between the *2016 Rules* and the *2011 Rules* will be posted at www.ibtvote.org.

Copies of the proposed *Rules for the 2015-2016 IBT International Union Delegate and Officer Election* (the "*2016 Rules*") have been transmitted to IBT local unions, Joint Councils, General Committees of Adjustment, System Federations, and to interested independent committees. The IBT and the Government have provided for a thirty (30) day period, starting April 22, 2015, during which IBT members and any other interested parties may submit comments on the proposed *2016 Rules*. The *2016 Rules* will be finalized and submitted to the United States District Court for the Southern District of New York for approval after June 1, 2015. You may obtain a copy of the proposed *2016 Rules* in pdf form by visiting our website at www.ibtvote.org or by calling or writing the Election Supervisor's Office to request a copy.

Please submit comments in writing to the Election Supervisor, either at the address listed above or by email to ElectionSupervisor@ibtvote.org. **Written comments concerning the proposed *2016 Rules* must be received by 5:00 pm (eastern daylight time) on May 22, 2015.** Comments received by that deadline will be considered by the IBT, the Government and the Election Supervisor before the rules are issued in final form.

After the comment period, the Government and the IBT will ask the U.S. District Court for the Southern District of New York to approve the *2011 Rules*, to be effective as of May 1, 2015, with any changes agreed to by the parties after considering the comments. **Although the *2016 Rules* will not be formally approved by May 1, 2015, as of that date the Election Supervisor will begin administering the *2016 Rules* as proposed for approval. Members, candidates, independent committees and all affiliates must abide by the proposed *2016 Rules*, including compliance with all provisions concerning campaign activities, fundraising, reporting and other requirements and obligations.**

As in 2011 and 2006, international officer campaigns will be required to report on their fundraising and expenditures using the electronic Campaign Contribution and Expense Reporting System ("CCERS"). Any individual who anticipates participating in the election as an international officer candidate, or any independent committee that anticipates participating in the 2016 election, should contact the election office after April 30, 2015 for information about establishing a CCERS account.

First Stages

The first phase of the election involves planning for and overseeing election of delegates to the 29th International Convention.

- *Seasonal food industry local unions.* A few local unions with a significant number of members employed by seasonal food industry employers must submit local union election plans by June 1, 2015, and will conduct nominations and elections between July 1 and November 1 of this year. OES will notify the locals in question.
- *Local Unions electing delegates at the same time as local union officer elections.* Plans for delegate nominations and elections that may be held in the Fall (concurrently with local union officer elections) are due by June 30, 2015. Those nominations and elections will be conducted between September 1, 2015 and January 3, 2016.
- *All other local unions.* All other local union plans for delegate nominations and elections starting in January 2016 are due by September 30, 2015.

We will provide updates on our work for the 2015-2016 IBT International Union Delegate and Officer Elections in upcoming issues of the *Teamster* and other official publications of the IBT, as well as on the OES website, www.ibtvote.org.

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INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JUNE/JULY 2015

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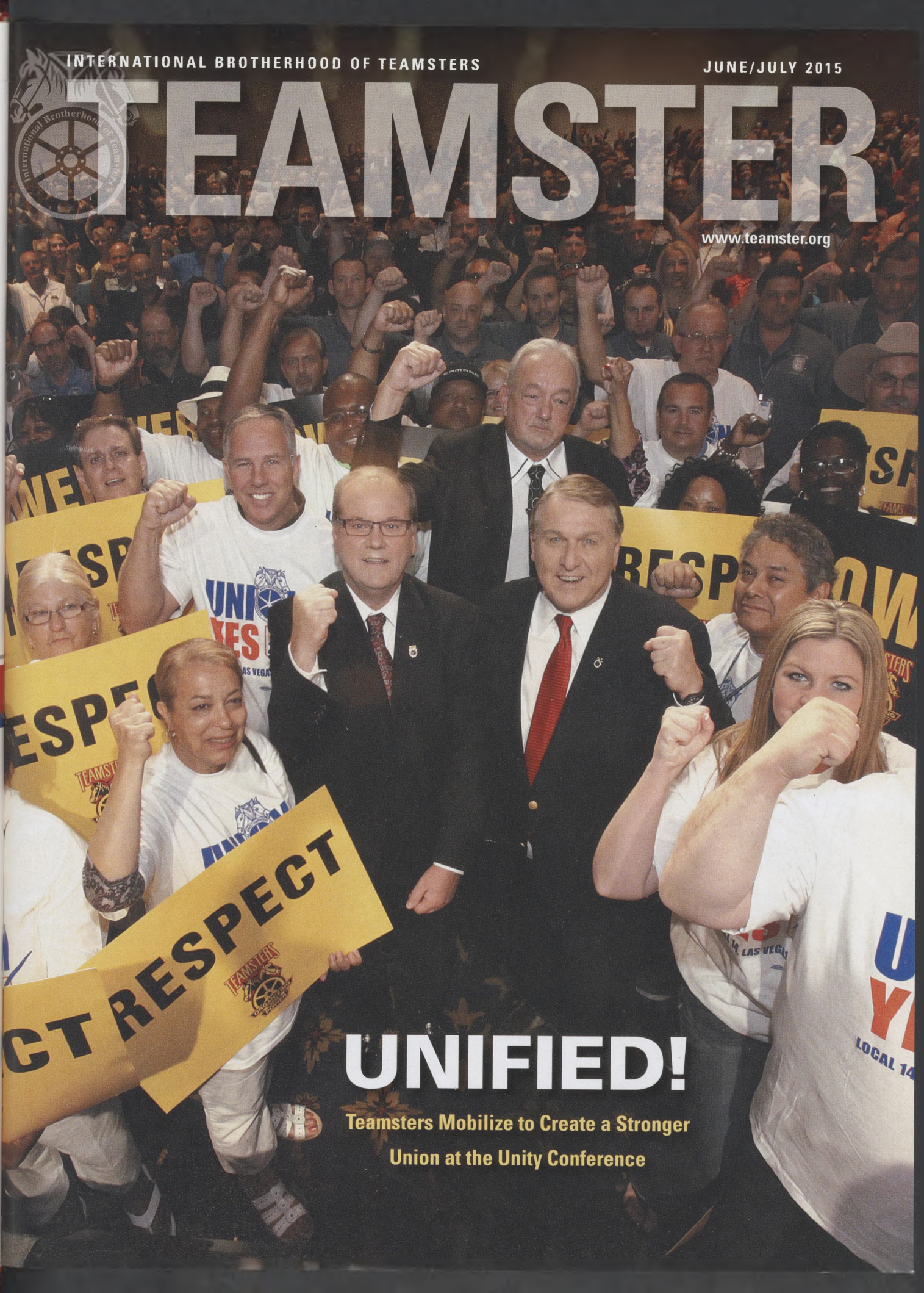

UNIFIED!

Teamsters Mobilize to Create a Stronger Union at the Unity Conference

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LET'S GET AMERICA WORKING

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

Work is the bedrock of American society. For much of this nation's history, there has been an understanding that those willing to toil at their job day after day would be rewarded with wages high enough to provide food on the table and a roof over their heads.

Unfortunately, that compact is being broken. Bum trade deals like NAFTA killed upwards of 1 million U.S. jobs, many of which were shipped overseas. And it's still a problem, as the looming 12-nation Trans-Pacific Partnership shows. These big business handouts hollow out the manufacturing base of communities and destroy middle-class jobs in their wake.

As a result, America doesn't make much anymore. Public investment is down, and so are salaries. More and more workers are being forced into the service sector that is riddled with low-paying jobs. It is a race to the bottom that many hardworking Americans are losing. And it's got to stop.

The Teamsters have had enough of workers becoming an afterthought in Capitol Hill policy decisions. There needs to be a way to bring a bipartisan collection of lawmakers together for the good of regular working men and women who are just trying to support their families. And there is one: infrastructure investment.

A better transportation network would help both truckers and the owners of their cargo more efficiently move goods across the country. It would help workers get to their jobs more quickly. And increasing the flow of energy like oil and natural gas would lower prices for consumers and businesses. Plus, construction work would create tens of thousands of good-paying jobs.

Rebuilding America is the key to the nation's future. Whether it's building new roads or fixing old bridges, the idea is a winner not only for workers but the business community as well. It's rare when Congress can help two constituencies with one plan. This is it.

Now is the time to think big. To ignore the need for such a massive program will result in catastrophe for the health, safety and welfare of Americans and the U.S. economy. Let's get America working and revive our nation to the shining city on the hill it once was again.

James P. Hoffa

TEAMSTERS SUPPORT INFRASTRUCTURE SAFETY

ABRIDGED FUNDING FOR INFRASTRUCTURE HURTS ALL OF US

Our nation's infrastructure is rickety, outdated and desperately needs upgrades. America's roads are in dire need of repair, costing the economy more than $100 billion annually in lost fuel and time. The country's railroads are laughably obsolete and plans to upgrade them are pigeon-holed in a bureaucratic nightmare. Why is this situation so severe?

The most important reason for this is the policy surrounding infrastructure dollars is significantly outdated. The gas tax, the primary financial mechanism for this, is just over 18 cents per gallon and has been since 1993. Fuel efficiency in vehicles has been rapidly increasing, thus fewer coins are going into the Department of Transportation's coffers since we are using far less gas than a few decades prior.

The fiscal elephant on the road won't get any smaller though: it is estimated that our infrastructure needs an investment of $3.6 trillion dollars by 2020.

Another roadblock to solutions lies in how transportation funding is implemented. Recently, Congress has taken up the practice of funding the very basic functions of government at the last possible minute. This also applies to transportation funding, which is absolutely crippling for any positive momentum in terms of infrastructure.

Real infrastructure improvements rely on long-term planning, timelines that stretch over multiple years, rather than just lurch from month to month. Without stable funding, it is impossible to plan projects that are sorely needed.

Investment in this area of our society is needed now. The return on investment is massive and it's easy to see why—safer roads will lower insurance costs for drivers, putting more money in their pockets and the regional and national economies. Likewise for individuals in areas prone to severe storms or flooding, strong levees mean their home insurance will be much less expensive. Regional rail systems save folks money on their commute and drives up property values, increasing property tax intake for the municipality of residence. It creates scores of American jobs. The list of economic benefits goes on and on.

Unions like the Teamsters take a great deal of pride in our country. We're proud to build what makes America work and want to get more workers on the job making our infrastructure the best in the world. It's time for a bipartisan solution to do so.

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Airing Disney's DIRTY LAUNDRY

Workers Fired Over Refusal to Wear Sweaty Costumes Rehired

Once upon a time, Cinderella was forced to work grueling hours without pay for her evil stepmother. Today, she is protected from unfair management courtesy of a strong union contract negotiated by the Teamsters.

Donna-Lynne Dalton, Recording Secretary and Business Agent of Local 385 in Orlando, Fla., knows firsthand how hard it can be for the Cinderellas of the world (i.e., Walt Disney World) and how important it is for them to have strong representation on the job. Before becoming a business agent she spent years starring as a Disney character performer.

Recently, three members of Local 385 learned the importance of having a Teamster contract at Disney, specifically a provision spearheaded by Dalton in response to her own personal experience as a character performer. But, like all good Disney underdogs, the workers would first have to overcome some difficult odds.

It all began on a June afternoon when Disney Teamsters Drew Pearson, Matthew Warfield and Raymond "Doug" Biederman arrived at the stage of the "Festival of The Lion King" show at Disney's Animal Kingdom and found their spandex unitards tainted by sweaty costumes pieces from other performers. Knowing their contractual rights, the performers declined to perform in the soiled wardrobe, asking management to provide them with clean garments to wear for the high-energy musical. After management failed to resolve the situation, the performers exercised their union rights by refusing to don the soiled costumes on stage. As a result, the show was canceled and the three workers were fired without just cause.

Dalton, who represents more than 1,000 character performers at Disney, took immediate action, assisting the three fired Disney performers throughout the grievance process.

"To be unexpectedly ripped away from a job I love broke my heart. But then to be immediately embraced and protected by my family at Local 385 gave me the courage I needed to make it through this process and see it through till the end," said Warfield, a character performer at Disney since 2003. "From the very beginning, Donna-Lynne had our backs and always kept our best interests in mind. She took on our grievance with fire and drive and never gave up."

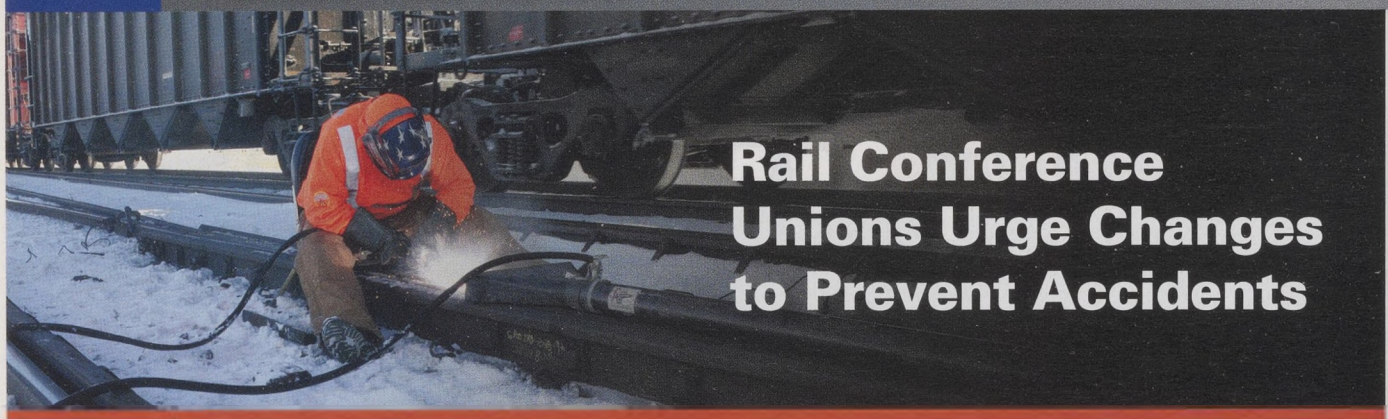
A Small World After All

After Disney's legal team claimed the workers carried out an unauthorized work stoppage, Local 385 took their case to a federal arbitrator. In true storybook fashion, the workers' defense would come from Dalton's trials at Disney more than a decade earlier.

While performing in the "Aladdin's Royal Caravan" parade, Dalton contracted ringworm from a pair of contaminated tights. Then an assistant business agent, she responded by taking her case to the bargaining table, successfully leading the push to add a clean-costume provision to the agreement with Disney.

"For years, performers had been dealing with scabies, rashes and other infections from wearing improperly cleaned costumes. The only way to stop it was by negotiating appropriate safety standards into the contract," Dalton said.

In late April, a federal arbitrator ruled in favor of the Teamsters, finding Walt Disney World in violation of the clean-costume provision and ordering full reinstatement of the three workers. Pearson, Warfield and Biederman returned to the stage in May with full back pay and a clean wardrobe.



Rail Conference Unions Urge Changes to Prevent Accidents

• TRACK MAINTENANCE AND CREW SIZE KEY TO SAFETY •

The unions represented under the Teamsters Rail Conference have different, but connected, viewpoints on how to improve rail safety. The Brotherhood of Locomotive Engineers and Trainmen (BLET) represents the operating crew of trains while the Brotherhood of Maintenance of Way (BMWED) represents the maintenance and construction workers who build rail tracks and bridges.

Recently there has been a significant increase in rail accidents involving crude oil tank cars and the BMWED is urging Congress to take steps to require rail companies to invest in track improvements. The threat of rail operating crews being reduced to a single person has been a priority for rail corporations for some years, but the BLET has always fought back and a federal court took their side when they struck over the issue.

"The key to reducing oil train derailments plaguing North America is improved track maintenance," said Freddie N. Simpson, International Vice President and President of the BMWED. "BMWED members have the knowhow and the skills to maintain the tracks to a higher safety standard; however, the railroad companies solely determine the amount of resources invested in track maintenance."

Track conditions are a leading cause of train derailments in the United States, accounting for approximately one-third of all train accidents, according to data published by the Federal Railroad Administration (FRA). Transporting crude oil on U.S. railroads grew from just 9,500 carloads in 2008 to more than 400,000 carloads in 2013. The wear and tear on the track structure, coupled with the volatility of the commodities being transported, requires additional track maintenance to stay ahead of the rate of track degradation.

"For the sake of rail workers and the American public, BMWED/Teamsters will continue to push track quality and improved track maintenance as the foundation of railroad and oil train safety," Simpson said.

Keeping at least two people on the crew running a locomotive engine has been a safety and legislative priority for the BLET for many years. Yet, rail corporations seem dead-set against this practical rule, pushing instead for one-person crews and claiming that the savings in salary payments justifies the change. Recently, though, the BLET was awarded a victory over a strike by their members when a rail corporation started replacing union crews.

Strike Has Repercussions

In a major legal victory to protect two-person train crews, a court sided with the BLET's position that the Wheeling & Lake Erie's (W&LE) use of managers in place of union conductors is a major dispute under the Railway Labor Act. The ruling vindicates BLET's decision to strike over the issue more than 18 months ago.

"The favorable ruling from the U.S. Court of Appeals for the Sixth Circuit constitutes a major victory for all BLET members, especially our brothers and sisters at the W&LE," said BLET President Dennis Pierce. "They have fought the good fight for many years now and have stood strong against management's wishes to implement one-person train operations. Our members deserve our thanks for holding the line on this important safety issue."

Contract negotiations at the railroad have been stalled for years as the railroad apparently seeks to eliminate crew members and force one-person train operations. The BLET has long opposed such freight operations as being adverse to worker and public safety.

Massachusetts Hospital Workers Join Teamsters

Technicians at Saint Vincent Hospital in Worcester, Mass., joined Local 170 following an election in which more than 75 percent of voting workers cast ballots in favor of the Teamsters. There are more than 200 technicians in the bargaining unit.

"It's been a lot of work to get to this victory, but everyone feels really great because we stayed united and focused on our goal—and we had a lot of support from the nurses," said Jennifer Fontaine, a surgical technologist and leader in the organizing effort. "We've been trying to make our voices heard since last year. They didn't believe we had a majority on our side and refused to recognize us even after a majority of us signed union cards. But now we feel vindicated."

The technicians who work in radiology, operating room, respiratory, sterile processing and other departments sought Teamster representation in an effort to win better health care benefits, safer staffing levels and respect from hospital management.

"This is a great committee of workers who held strong throughout the organizing drive," said Teamsters Local 170 organizer Paul Stuart. "These folks worked tirelessly and were very dedicated to the goal of winning representation. It's been an honor to work with such a strong committee of workers."

Self-Determination Election in Chicago

Chicago warehouse and operating room management workers at Rush University Medical Center (RUMC) voted to join with other Local 743 bargaining unit employees recently. The 60 new members chose Teamster representation in a "self-determination" election certified by the NLRB.

Multiple elections were held covering various departments. Local 743 won two out of four recent elections, adding on to more than 230 Patient Care Technicians (PCTs) at RUMC who joined the union last year. In addition to PCTs, Teamsters Local 743 represents more than 800 workers at the hospital, including housekeeping, transporters and unit clerks.

"We are proud to represent our new members at RUMC and we're ready to fight on their behalf," said Local 743 President Debra Simmons-Peterson. "The workers have elected to join our existing bargaining units at the hospital and we will continue our efforts to organize other nonunion workers seeking representation at RUMC."

Self-determination elections, also known as Armour-Globe elections, allow workers who share a "community of interest" with co-workers already represented by a union to vote on joining that bargaining unit.

At RUMC, hospital workers not represented by Local 743 approached the union for support. President Simmons-Peterson, a former Teamster employee at RUMC, pursued the rare strategy of self-determination instead of the traditional representation vote. This process involves running smaller elections, giving unrepresented workers the right to join together with their Teamster co-workers.

"Our local president has been incredible in driving this innovative strategy for organizing at RUMC," said Local 743 organizer and union representative Richard Cristo.

"This is a difficult procedure that President Debra Simmons-Peterson has been very meticulous in implementing. This approach empowers workers in the organizing process and we think it could change the face of labor organizing for health care workers industry-wide," said John Coli, International Vice President and President of Chicago's Joint Council 25.

TEAMSTER LIFESAVER

UPS Teamster Hero Saves Woman's Life

UPS driver and Local 728 member David Bryant has spent much of his adult life in public service. A veteran who served as a Marine in Afghanistan, he is trained to assist others. And earlier this year, that training helped save the life of an elderly woman.

Bryant was delivering packages in suburban Atlanta when he noticed a car pulled to the side of the road. When he approached the vehicle, he found an 83-year-old woman choking on some food. He then put his skills to work, performing the Heimlich maneuver on the victim, saving her life. The woman was then taken to a local hospital.

Bryant said he does not consider himself to be a hero, saying instead that he did what anyone else would have done to save a life.

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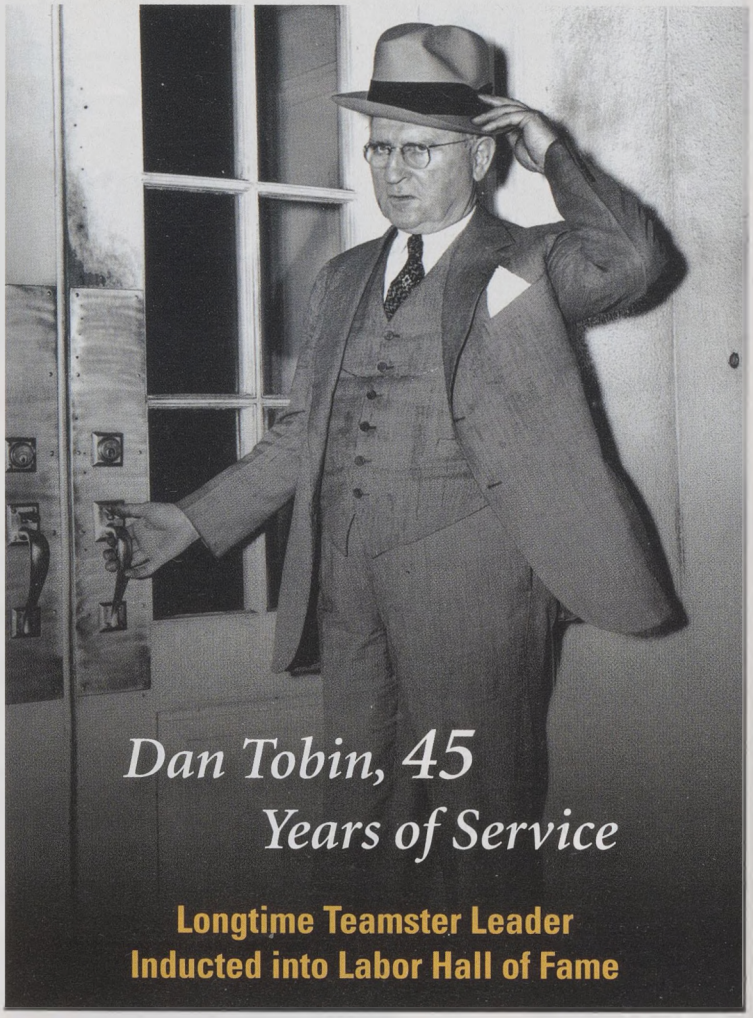


Dan Tobin, 45 Years of Service

Longtime Teamster Leader Inducted into Labor Hall of Fame

On May 21, Labor's International Hall of Fame inducted longtime Teamsters General President Daniel J. Tobin at its 2015 Induction Ceremony. In honor of the visionary labor leader's long-deserved induction, the Teamsters History Project honored Tobin's life and legacy.

Over 45 days, the Teamsters Union took a look at each of his 45 (1907-1952) years as Teamsters General President

Daniel Tobin's story is in large part the story of the American labor movement during the tumultuous first half of the 20th century. For most American workers of the period, earning a living meant toiling for long hours for near slave wages.

Tobin arrived in America at such a time. An Irish immigrant, he, like so many others, came to the United States seeking economic opportunity lacking in his homeland. Instilled with a keen intellect and a passion for fairness, Tobin would rise from the workers' ranks to lead the International Brotherhood of Teamsters with a clearheaded, balanced approach that allowed the organization to thrive.

As General President, Tobin saw the union grow from 38,905 to 1,120,245 members, giving the Teamsters a power base unequaled by other labor organizations. With the union as his springboard, he would venture into national labor politics, becoming one of the most influential labor leaders of his time.

For more information about Tobin, visit teamster.org/dan-tobin-45-years-service.

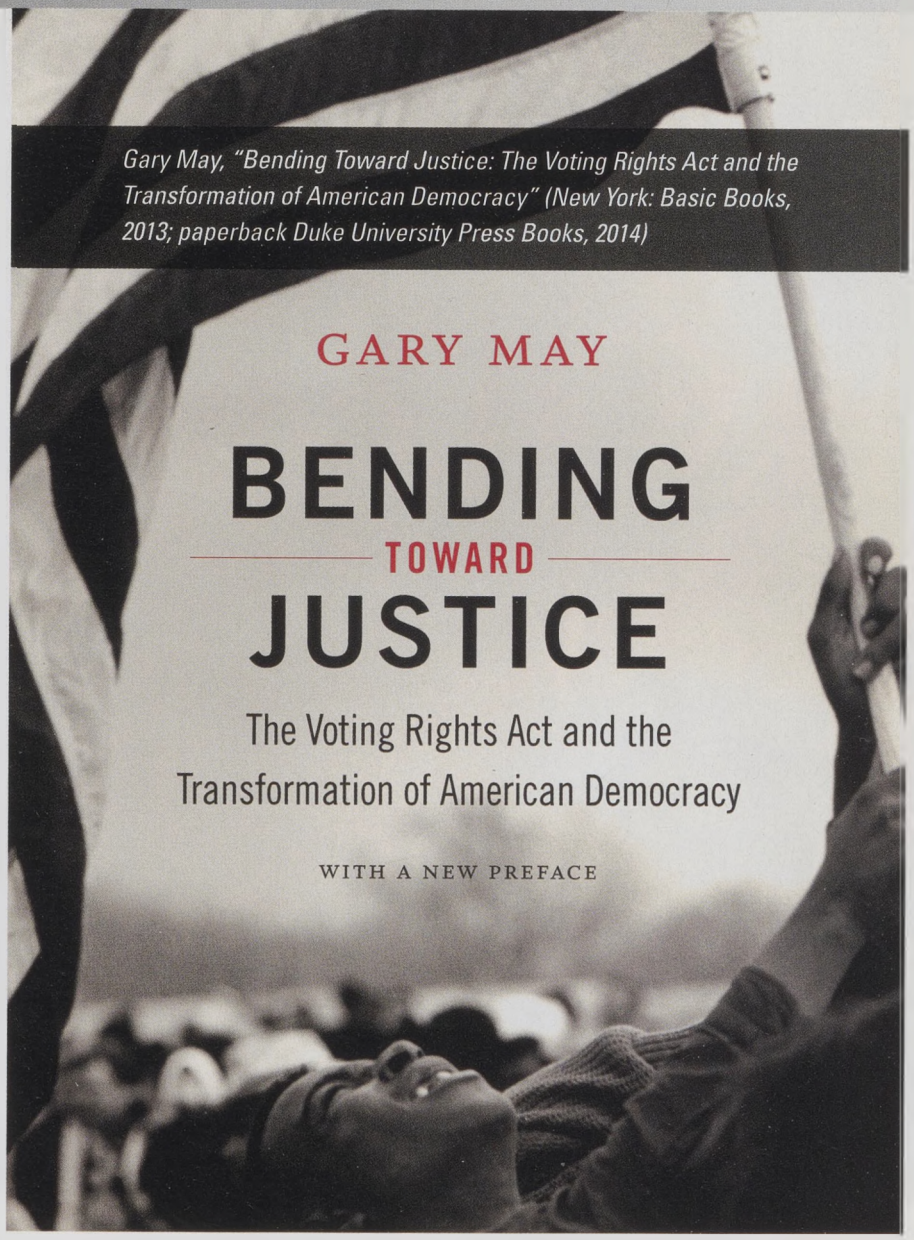
"Bending Toward Justice" Review

Fifty years ago, on August 6, 1965, President Lyndon B. Johnson signed the Voting Rights Act into law. Its passage was the culmination of dramatic protests that highlighted African Americans' lack of political rights and the absence of genuine democracy in the South. Indeed, in many places, few blacks were registered to vote. A web of restrictive practices—poll taxes, literacy tests, discriminatory voter registrars, economic coercion and outright terrorism—intentionally kept black southerners off the voter rolls. For those who managed to register, casting a ballot could cost them their jobs—or their lives.

Gaining their constitutional right to vote had long been a goal of civil rights activists. Their quest picked up steam after the signing of the Civil Rights Act of 1964, which did much to end legalized segregation but little to address the denial of the franchise. Grassroots activists and national civil rights leaders now insisted on putting voting rights on the nation's agenda. How they did so, and the consequences of their actions, are the subjects of Gary May's compelling and readable "Bending Toward Justice."

Ground zero for the voting rights struggle was Selma, Ala., where black economic and political subordination was nearly complete. The 1965 campaign benefited from the brutality of Sheriff Jim Clark, whose vicious handling of protesters gained the movement international attention and won it tremendous sympathy and political capital. There were mass arrests and ongoing violence against protesters, young and old. But the savagery of the police assault against non-violent demonstrators attempting to cross the Edmund Pettis Bridge made it impossible for national political figures to stand aloof any longer.

May recreates the dramatic and powerful story of the protests in Selma's streets, the political maneuvering on Capitol Hill, and the long-term impact of the Voting Rights Act. "If Negroes could vote," Dr. Martin Luther King Jr. once declared, "there would be no Jim Clarks, there would be no oppressive poverty directed against Negroes, our children would not be crippled by segregated schools, and the whole community might live together in harmony." That claim has not stood the test of time, as our current racial tensions and police brutality cases attest. But the Voting Rights Act did help bring about a political revolution in the United States. Vast numbers of African Americans registered and voted across the South; black candidates were elected to political office in unprecedented numbers; white southern Democrats migrated into the Republican Party; and overt racist appeals largely disappeared from political discourse. However imperfect our democracy is today, the nation is a far different place than it was a half century ago.



Gary May, "Bending Toward Justice: The Voting Rights Act and the Transformation of American Democracy" (New York: Basic Books, 2013; paperback Duke University Press Books, 2014)

"Bending Toward Justice" illustrates the tremendous courage and suffering that brought about that transformation. But is the voting rights victory secure? Since 2010, a growing number of conservative state legislatures have passed laws making voting more difficult, ostensibly to combat the (non-existent) problem of voter fraud. With voting rights again under attack, May's timely book reminds us of just how crucial the 1965 Act was and how important it remains today.

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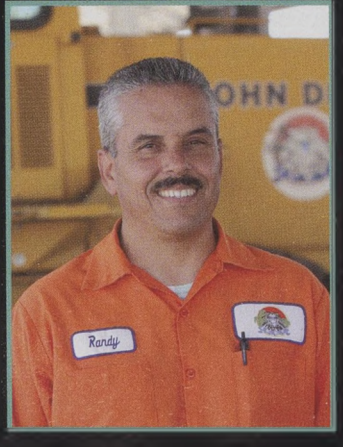
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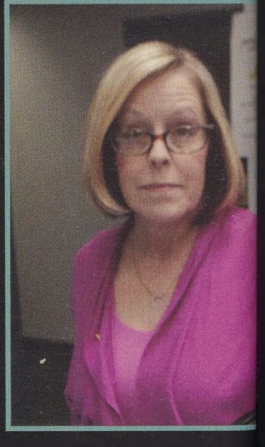
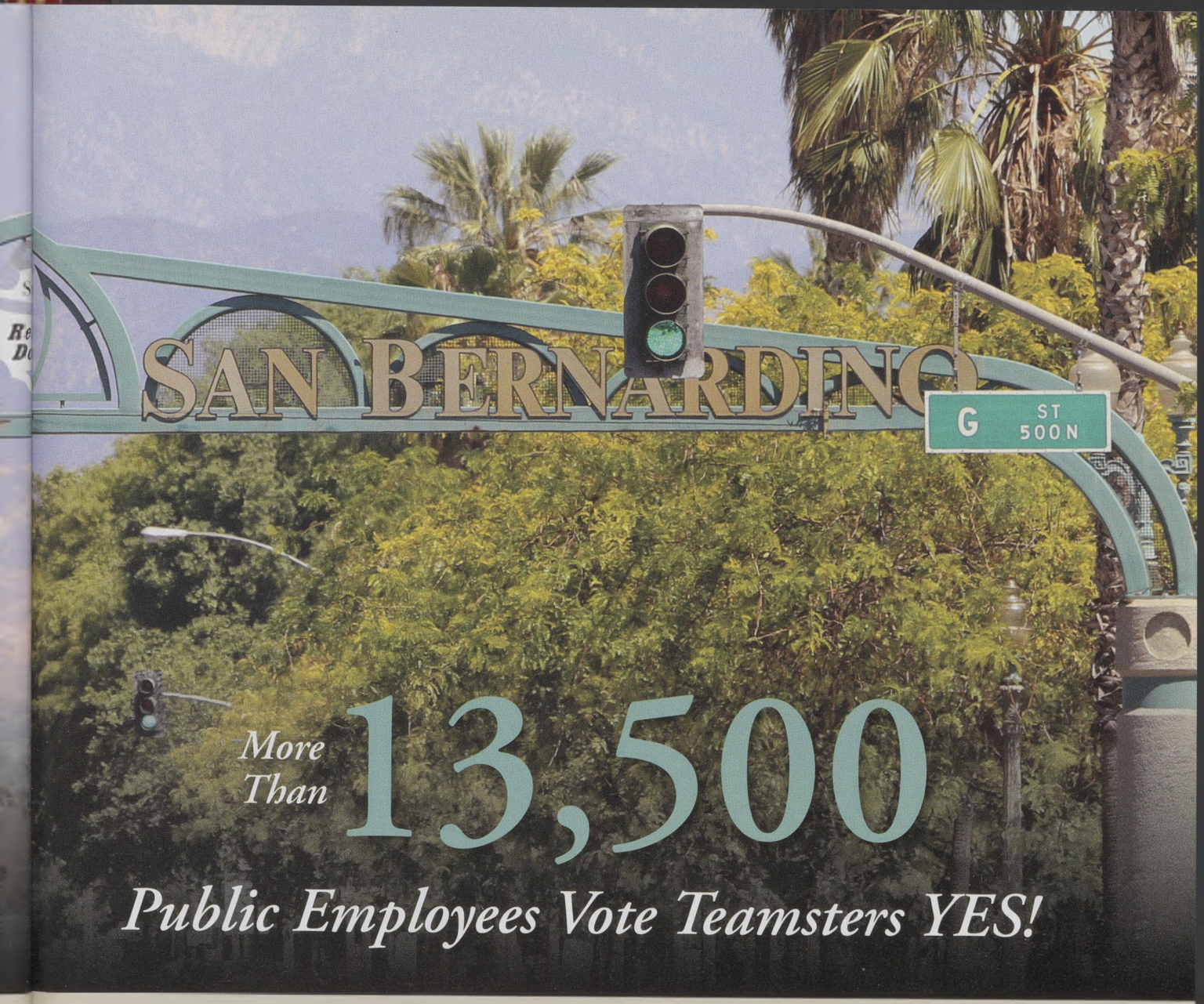




More Than 13,500 *Public Employees Vote Teamsters YES!*

San Bernardino County, California Workers Approve Affiliation

California public employees in San Bernardino County voted to affiliate with the Teamsters Union recently, paving the way for more than 13,500 workers to have a more secure future, and nothing could be better for Ivo Rodriguez.

Rodriguez's father was a Teamster for 50 years, so growing up he experienced what the union did for his family.

"I am proud of several things: my daughters being born, marrying the woman I love," Rodriguez said. "But what I am most proud of is being a former Marine and protecting the country I love. It feels like that again with this victory. I am part of an organization, the Teamsters, that makes sure the workers of this country are represented well by strong values."

Rodriguez and his co-workers cast ballots in March and April, and about 61 percent voted in favor of Teamster representation. The workers were members of the San Bernardino Public Employees Association (SBPEA), but as a result of the affiliation vote they are Teamsters.

Teamster Clout

"The Teamsters have the resources, expertise and clout to negotiate the strongest contracts possible. This vote shows that San Bernardino County public employees understand this and want Teamster power at the bargaining table," Teamsters General President Jim Hoffa said. "We have been successful representing public employees across the country, including those employed in cities, towns, counties and public universities, such as the University of California system, Penn State and the University of Minnesota. We expect to be able to help the workers in San Bernardino as well."

"We know about the Teamsters' strong track record of winning improved wages, benefits and working conditions for public employees, so this is a great victory for us," said Kathleen Brennan, a county Information Services Department employee. "We look forward to having real Teamster power when it's time to sit at the bargaining table."

The Teamsters Union has been successful in winning wage and benefit gains for the 14,000 members of Local 2010 employed at the University of California. The union also represents city and county employees across the state. There are more than 270,000 public employees nationwide who are Teamster members.

The more than 13,500 workers in San Bernardino provide vital services to the public, working at hospitals, in public works and public health services departments, police departments and in dozens of other public positions.

"The San Bernardino public employees' association reached out to us and we are excited to stand shoulder to shoulder with these dedicated public servants in negotiating strong Teamster contracts," said Randy Cammack, President of Joint Council 42 in Pomona, Calif. "These public employees in San Bernardino are now members of the newly formed Teamsters Local 1932."

The victory was a joint effort between Joint Council 42 and the International Union.

Rodriguez, who works in the county's Transitional Assistance Department helping people in need, said he is excited to be a Teamster.

"Growing up in a Teamster home, I witnessed first-hand how they took care of my dad," Rodriguez said. "We need a strong union like the Teamsters."

Seeking Fairness

Rodriguez said he and his co-workers have not had a decent raise in years.

"I have 24 years with the county and I am close to retirement," he said. "The medical insurance is so expensive a lot of workers have to wait longer to retire when they are closer to being eligible to receive Medicaid."

Rodriguez said workers have wanted positive change for years.

Working Together

University of California Teamsters Play Critical Role

Teamster members of Local 2010, who work at the University of California (UC) system, played a pivotal role in the organizing victory in San Bernardino County.

Local 2010 members took an active role, reaching out to their brothers and sisters in San Bernardino County and taking time out to talk to the workers. Many Local 2010 members came to San Bernardino County to share their stories.

"Being part of the Teamsters is very important because we get to champion each other's rights, advocate for each other and also support each other," Elissa Magno-Jardinico, a child development teacher at UC Berkeley, said in a message to San Bernardino workers.

"Being a Teamster means unity and we help each other by informing each other about our rights as workers. I urge you to join our Teamster family," added David Lee Thomas, an administrative assistant at UC San Francisco.

Teamster Power

Jason Rabinowitz, Local 2010 Secretary-Treasurer, reminded the San Bernardino workers about his members' successes over the past five years in a letter.

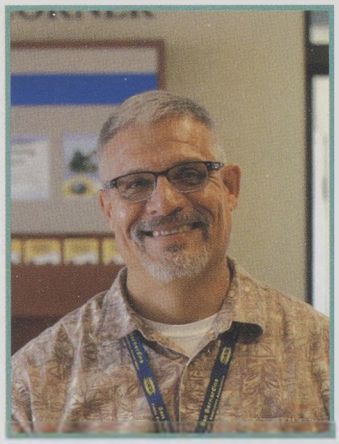
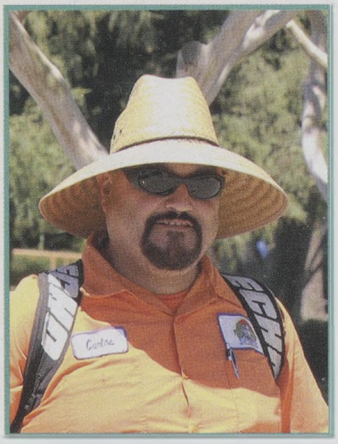
"Prior to affiliating with the Teamsters five years ago, the UC support staff was represented by an independent organization, just as you are today. Unfortunately, that organization failed to adequately represent the workers. As a result, employees did not receive wage increases for at least four years; many of their jobs were outsourced; positions were severely understaffed, leaving workers to do more with less; personal favoritism tended to control work assignments and promotions; workplace bullying was rampant, and workers were denied pay for performing higher level work.

"However, after we affiliated with the Teamsters, we were able to bargain a contract that addressed many of the unacceptable conditions the workers had experienced. That is not to say all the problems disappeared, they didn't. But, among other improvements, we won significant wage increases over five years. Through the effective representation of the Teamsters, we enforce our rights and have won victories such as preventing outsourcing of jobs; winning pay for performing higher level work; and reversing unjust discipline.

"Our membership has more than doubled—that is a true sign of effective representation. UC administrators are learning that they have to respect us, because we are Teamsters! As public employees in San Bernardino County, you deserve the same level of respect."

Success at the bargaining table comes from an engaged and unified membership. The Teamsters Public Services Division will be working with Local 1932 to design and implement effective contract campaigns.

"We will encourage member input and their active participation at every worksite and throughout the community in our efforts to secure a better future for our newest Teamster members," said Michael Filler, Director of the Teamsters Public Services Division.

"We needed this move a while ago and our association, the SBPEA, with its new board members, saw that we had to change with the times," he said. "It was good to be independent but now after this affiliation with the Teamsters, we have the power behind us to achieve a better life for all our county families."

Jaime Ocegueda, a maintenance worker at the county pool, said it feels great to know the Teamsters are fighting for the workers.

"We have many important issues, including the need for night-differential pay because people have to use their comp time to make up their 40 hours during storms in the winter," Ocegueda said. "Because many employees struggle financially, we would like to get free counseling for credit problems because debt brings more stress to our lives."

Proven Track Record

Carolyn Guillory, a cook in the Nutrition Department at the Arrowhead Regional Medical Center, said she has also seen what the Teamsters can do to help working families.

"I truly believe in the Teamsters," said Guillory, a 15-year county employee. "My husband and father-in-law were Teamsters. I saw them get the benefits of a strong contract."

County workers need higher pay and an important wage reopener, affecting a majority of the more than 13,500 workers, will take place in the fall, so the timing is important for the affiliation.

"We need Teamster clout to help us bargain a strong contract, but we also need support in general on a day-to-day basis. That is another strength of the Teamsters, the excellent representation," Guillory said.

"It feels great to be a Teamster," Guillory said. "I hope that by working together, the workers, the SBPEA and the Teamsters, all of our lives will improve."

Antonio Salazar, a maintenance technician for the city of Colton Public Works Department, said that with the wage reopener later this year, the affiliation is pivotal.

"I think it's great that we have the added benefits of Teamster representation," Salazar said. "We know about the Teamsters' strong track record, especially in California, of representing the interests of public employees."

Natasha Rodriguez, an office assistant at the Arrowhead hospital, has served as an SBPEA representative for about seven years, helping her co-workers.

"In the last few contract negotiations, many people were not happy with the results and I told our association's board that we needed more power," she said. "So, this affiliation with the Teamsters is great for the members. I believe in the Teamsters. I am proud of being a rep for the SBPEA and I am proud of being a steward for Teamsters Local 1932."

Fighting Inequality

Because workers have had to pay more toward their retirement benefits, some workers' take home pay is down from the last contract. Employees have had some raises, but they have been almost completely offset by the pay cuts related to the added retirement costs.

"Some higher-ups are making more money and we're stuck getting cuts," Rodriguez said.

"The Teamsters don't fool around, they get things done," Rodriguez said. "That's what I want and I'm proud to be part of it."

Jackie Heule, who works in the engineering division for the city of Big Bear Lake, has been a representative for SBPEA for the past nine years.

"The affiliation will make our union even stronger," said Heule, a 12-year employee with Big Bear Lake. "The Teamsters are very strong and united and the union gets things done."

Big Bear Lake is home to Southern California's largest recreation lake, a popular fishing spot filled with trout, bass and catfish. So, it may not have been a surprise when Heule offered this comment about the Teamsters' strength.

"To me, being a Teamster is about security," Heule said. "With this affiliation, we are more secure. I feel like I'm part of a bigger school of fish now."

A Wide Array of Members

The newly affiliated employees in and around San Bernardino County work at numerous locations throughout the county, as public works employees, law enforcement officers, water maintenance workers, social services employees, hospital employees, etc. In addition to working for the San Bernardino County government, they are employed at numerous cities and towns in the area:

San Bernardino public schools

West Covina

Claremont

Chino

Hesperia

Chino Hills

Colton

Ontario

East Valley Water District

Pomona

Coachella

Banning

Barstow

Fontana

Rancho Cucamonga

Big Bear Lake

Montclair

Redlands

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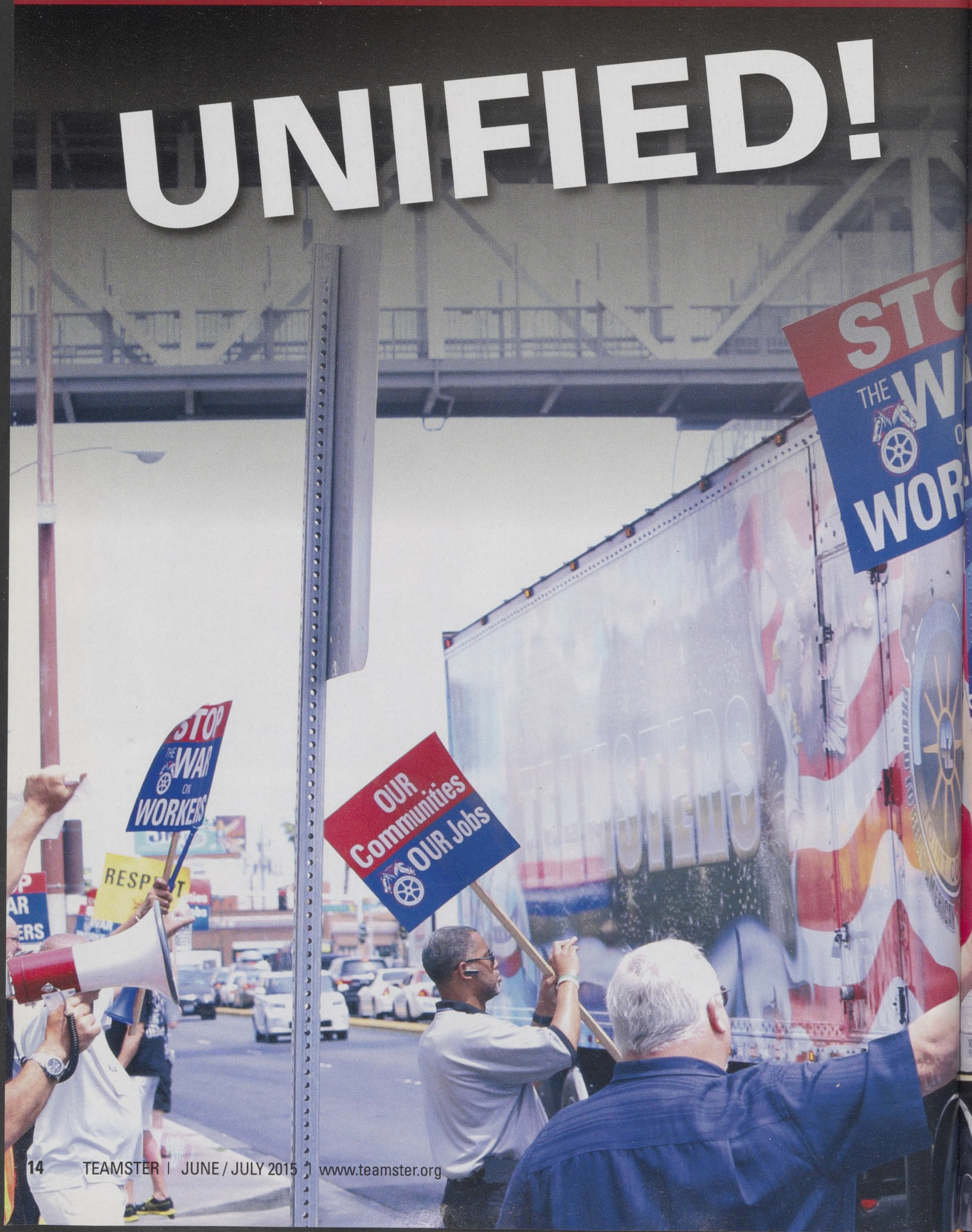


A STRONGER UNION AT THE UNITY CONFERENCE

The Unity Conference is about togetherness and a shared view of what the future holds for workers in the Teamsters. But it is also an opportunity to learn from one another.

"We talk about our common problems, we talk about our vision for the union and how much we love each other and how much we are working together," said Teamsters General President Jim Hoffa. "It is really working and I'm just so proud to be here."

More than 1,600 Teamster brothers and sisters from across North America convened at the 14th annual event agreed, roaring in approval as they spent a few days in May sharing their success stories and speaking truth to power about the increasingly perilous state of workers across the continent. Rank-and-file union members joined with Teamster leaders to let attendees know they all have a role in ensuring that Teamster Power will flourish in the future.

Hoffa said there are political forces that are trying to hamper the power of the Teamsters and the labor movement, both in Congress and in state capitals across the country. But he said the union won't sit quietly by and let that happen.

"These people are crazy," he said. "They want to roll the clock back to 1890. We need to make sure we stand together. They are not going to get rid of us."

One of those fights is against fast track trade authority, which would allow lousy trade deals like the Trans-Pacific Partnership (TPP) to move forward. (At press time, Congress was still debating the fast track trade bill.) Hoffa said the government shouldn't sacrifice good U.S. jobs for even bigger corporate profits.

"We are not sending any more jobs out of America," he declared. "Leave the damn jobs at home!"

New Members

Hoffa greeted new Teamsters like the 13,500 San Bernardino County, Calif. public workers who joined the union earlier this year. And he also gave a shout out to more than 11,000 Clark County, Nev. school district employees who won a battle against the state that nearly ensures those same workers will be able to join the Teamsters after a planned union election this fall.

Elena Rodriguez, a clerical worker at the school district, said she and her fellow workers will be empowered once they can join the union.

"With the Teamsters, we will have real power," she told attendees. "This time next year, we will be your brothers and sisters."

Union Finances

Meanwhile, Secretary-Treasurer Ken Hall said the union is in excellent financial shape, which will enable it to seek out organizing opportunities and flex its muscle when necessary to get better contracts for its members.

"We have the money and the resources to take on the fights," he said. "That's what we're supposed to be doing."

It was clear there have been plenty of victories for the Teamsters in the past year. Whether it was Facebook bus drivers, workers at several hubs of FedEx Freight and Con-way, port truck drivers in Los Angeles and Long Beach or Selland car haul workers, the victories kept coming.

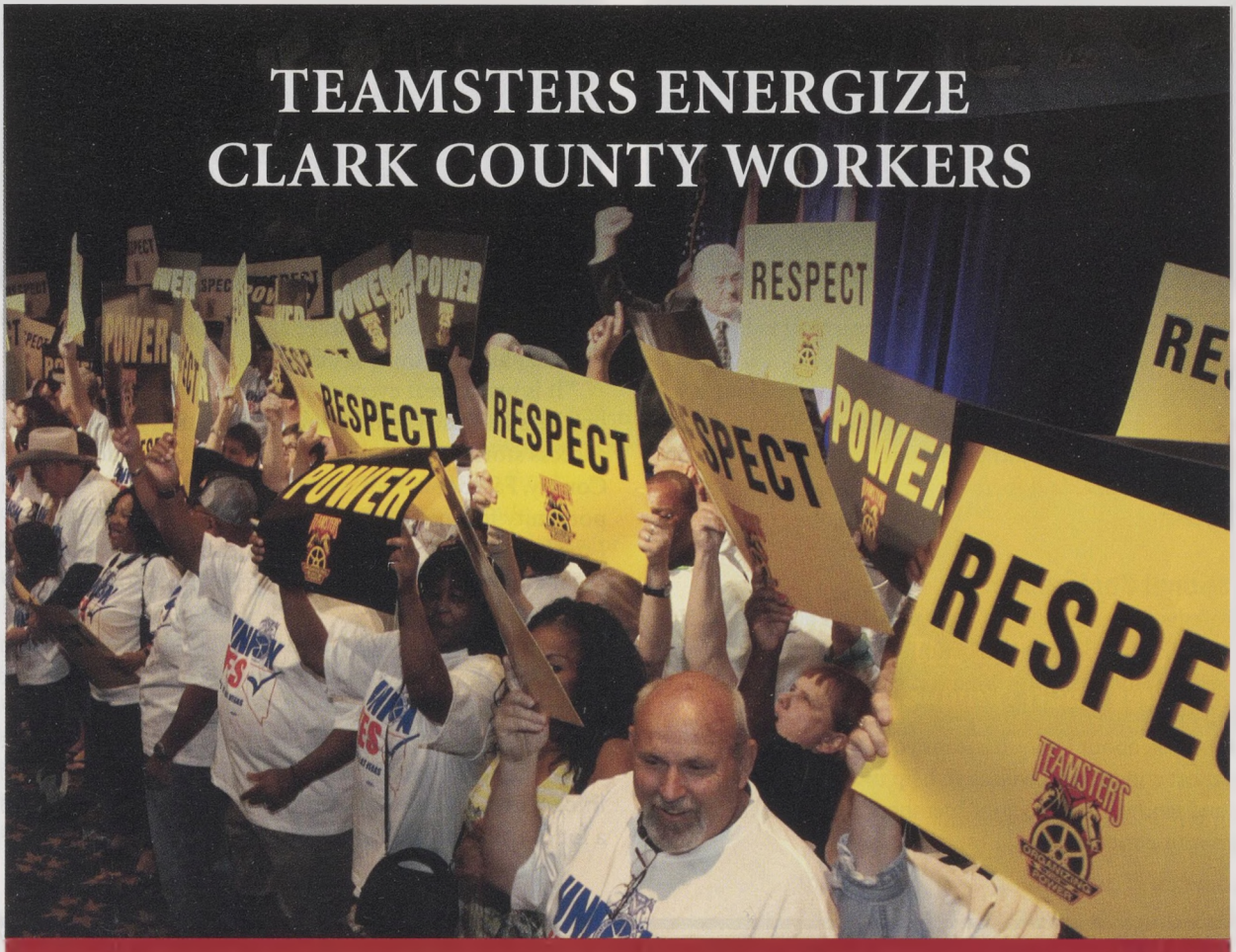
"Respect on the Job"

For many, the union plays an important role in their life. Arturo Garcia, a waste worker at Universal Waste in Los Angeles who recently joined Local 396 talked about how his life has improved for himself and his family since becoming a member.

Meanwhile, Ricardo Ceja Morones, a driver with new drayage trucking firm Eco Flow Transportation that will hire all its Southern California drivers as employees, said he is already winning by having a more stable job.

"The Teamsters have taught us how to fight our fights," he said.

TEAMSTERS ENERGIZE CLARK COUNTY WORKERS



• SCHOOL DISTRICT EMPLOYEES MEET AT UNITY •

More than 150 Clark County School District (CCSD) workers met with Teamsters General President Jim Hoffa before the Unity Conference and then later appeared in front of the 1,600 attendees, providing a boost to their campaign to become Teamsters.

"Having General President Hoffa meet with us before the Unity Conference was a powerful event," said Carlos Pinto, head custodian. "It really shows how involved Mr. Hoffa is with our campaign and how much he stands with us as we get the job done by finally getting to become Teamsters later this year."

"We finally changed the election rules and we're going to do it this fall and we're going to win," Hoffa told the Clark County workers. "This is all about winning a strong contract, good health care and the dignity and respect you deserve."

In February, in a major victory for workers, the Employee-Management Relations Board (EMRB) acknowledged that the supermajority election rule for the Clark County School District support staff was not in the best interest of the employees, and the board ordered a new election to take place requiring simple majority.

Also in February, the EMRB administered an election for the employees to choose their bargaining representative. Local 14 overwhelmingly won with 71 percent of workers voting to join the Teamsters over the Education Support Employees Association (ESEA).

CCSD support staff has already voted overwhelmingly two times in favor of Local 14 representation, in a vote tabulated February 3 of this year and in 2006. Despite democratically voting to join the Teamsters, in both elections a supermajority, 50-percent-plus-1 of eligible voters, was required to unseat ESEA. However, with the board's decision in February, only a simple majority will be required in the next election to be held this fall.

"With the support of the Teamsters, we will earn a good wage, good benefits and respect on the job."

But there are still more battles to be won. Christian Juarez, a worker at salad processing giant Taylor Farms in California's Central Valley talked about the company's ongoing illegal attacks on their right to organize. And there are other such challenges that must be defeated.

Inspirational Conference

Beyond all the important talk of organizing and politics, the Unity Conference also provides an opportunity for leaders and members to get back in touch with what it means to be a Teamster.

Preach Haynes, a Trustee for Local 41 in Kansas City, said, "When you talk about Unity, it means you've got to come out of your comfort zone and be willing to help under any circumstances and lend your ear to your members because their concerns are your concerns."

Chris Buschmeier, a Trustee and organizer with Local 107 in Philadelphia, said Unity is inspirational for attendees.

"It is just a great event that allows me to meet many of my brothers and sisters from around the country, hear the awesome success stories of our organizing campaigns such as Clark County, Facebook, FedEx Freight and Con-way, and it's an opportunity for me to educate myself," he said. "Most important, I really enjoyed the learning experience that I got by attending the many workshops and meetings that are conducted by the union staff."

Lauren Buisson, Vice President of Local 2010 in Oakland, Calif., said the event provided her with a lot of needed information as a new local officer.

"I was truly impressed by the speakers at the plenary session," she said. "However, what I enjoyed most were the many informative and topical workshops that I attended. I learned a lot of truly valuable information from the presenters in each

POLITICAL AGENDA *Using Politics to Grow the Movement*

Scores of Teamsters came together before the official start of the Unity Conference to listen to speakers and share ideas about how to pursue a political agenda that will benefit members both at the ballot box and in the legislative halls of power.

Representatives from locals and Joint Councils from around the country who attended the Teamster Political and Legislative Coordinators Meeting heard from Teamster officials and experts from outside the union on a host of policy issues. They also discussed how to best reach and communicate with membership. It was all part of an effort to improve the union's push for an agenda that will benefit all workers.

Doug Bloch, political director of Joint Council 7 for Northern California and Northern Nevada, said membership outreach is essential to political success.

"We know when we talk to our members, it works," he said. "The numbers don't lie."

Some recommended that Teamsters themselves should make the change happen. Erik Peterson of Bending the Arc Strategies said more union members need to pursue office to level the playing field.

"There are 435 members of Congress," he said. "One hundred and twenty nine of them are lawyers. One hundred and nine of them are bankers or businessmen from corporate America. Do you know how many union reps there are? One. One!"

Attendees heard about how the Teamsters are moving full force to defeat fast track trade authority in Congress as well as push back on efforts in state capitals around the country to get right-to-work approved. They were also briefed on the continuing Sysco/US Foods and school bus campaigns.

It's all part of the effort to grow Teamster Power!

and every session. I was humbled and honored to learn alongside our many hardworking sisters and brothers who will take back to our locals crucial strategies and tactics."

And Val Holstrom, Secretary-Treasurer of Local 690 in Spokane, Wash., said he enjoyed the conference because, "It gave me an opportunity to go to some workshops that will benefit our members. We have members in the grocery, food service industry, Waste Management, UPS and public sector. This conference provided valuable updates and information on what's going on nationally and in various locals with similar situations, and being able to brainstorm with our brothers and sisters to solve common problems is very helpful."

Scholarship Fund

Unity, however, was more than just a few days of activities. It also gave attendees an opportunity to contribute to the future of Teamster kids as part of the James R. Hoffa Memorial Scholarship Fund.

The events raised $2.8 million for the scholarship fund.

Attendees also learned what a difference the money can make for students. Kim Van Truong, who won a scholarship in 2003 and attended the University of California at Berkeley, said her father was a Teamster for 27 years, mostly with Local 439 in Stockton, Calif.

"My parents worked tirelessly to provide for me and my two sisters and worked hard to save up money to put us through college," she said. "I was able to use the scholarship to pay for two years of my tuition which alleviated a huge financial burden on my parents."

She graduated with high honors from Cal in 2007 with a bachelor's degree in architecture.

FIGHT FOR JUSTICE

More Than 200 Teamsters Rally to Support Hotel Workers

More than 200 Teamsters took time out from the Unity Conference to show their support for valet parking attendants at the SLS Hotel and Casino in Las Vegas whose rights to organize are being violated by management.

Chanting "What do we want…justice!" and "When do we want it…now!" and other slogans, the group held signs and walked back and forth in front of the sleek hotel. Many drivers passing by honked their horns in support.

The workers are trying to form their union with Local 986, which represents valet parking attendants at hotels throughout the city. In fact, Local 986 had a recent victory at the Elara, a Hilton hotel, where workers voted 19-0 to become Teamsters. A week later, the Elara workers won a strong Teamster contract.

SLS management is violating the workers' rights to organize and has fired three workers for supporting the union drive.

Chris Dobrowsky, a valet parking attendant, said he appreciated all the Teamsters coming out to the rally.

"It's great to see so many Teamsters here, supporting us in our fight," Dobrowsky said. "SLS management needs to stop breaking the law, and this group of Teamsters is sending that message loud and clear to them. We're going to continue the fight until we get a contract."

HISTORIC CARHAUL ORGANIZING VICTORY

Drivers, Shop Employees at Selland Join Teamsters

In a major organizing victory in a core Teamster industry—carhaul—a group of about 240 drivers, owner-operators and shop employees at Selland Auto Transport voted this past winter to join the Teamsters Union.

The workers joined local unions in California, Washington, Oregon, Montana and Utah. Ballots were counted in mid-December at the National Labor Relations Board in Seattle after a vote-by-mail election.

"It feels great to be a Teamster," said Tim Vires, a driver in Portland, Ore. "Organizing with the Teamsters and negotiating a contract is the only way we can get the company to provide us with what is important and not be able to take it away later."

"The workers at Selland have made history," said Jim Hoffa, Teamsters General President. "This victory is historic because it is the first large carhaul organizing victory in decades. The Teamsters have been organizing in freight and now with this carhaul victory at Selland, we are growing our core industries."

Growing Carhaul

Carhaul Division Director Kevin Moore said the victory boosts membership in the West, a key goal.

"Organizing is always our priority and growing our carhaul membership in the West is especially important," Moore said. "The drivers and mechanics at Selland know that the only way to be treated fairly is to negotiate a strong Teamster contract, and that is what we will achieve."

Despite the company's vicious anti-worker, anti-union campaign over the six months leading up to the election, the workers remained strong and united. The Selland workers are seeking fairness.

Currently, Selland workers are getting paid about 70 percent of what they should be receiving in terms of overall compensation—wages and health, welfare and retirement benefits—for carhaul professionals in the Western states. For example, some Selland workers pay more than $600 per month in premiums for health insurance benefits that pale in comparison to coverage provided for comparable Teamster carhaulers with no out-of-pocket premium costs.

At press time, contract negotiations were ongoing.

LOCAL 612

First Transit

Drivers and mechanics with First Transit in Auburn, Ala., voted by a 3-1 margin in favor of Teamsters representation. The 116 workers, who provide transportation services for students at Auburn University, chose to join Local 612 in Birmingham, Ala., seeking respect, fair pay and improved working conditions.

"This has been a long journey, but we never let our faith waver," said Cassandra Young, a driver at Auburn University for over 12 years. "We called the Teamsters because we wanted a real union to improve our situation."

"These hardworking bus workers were brave to do what they did, to stand together and organize for a better workplace," said Donnie West, President of Local 612.

LOCAL 337

US Foods

Domicile drivers at US Foods in Kalamazoo, Mich., voted recently to join Local 337 in Detroit. The drivers voted more than 70 percent in favor of Teamster representation, joining more than 200 US Foods drivers and warehouse workers in Novi, Mich., who are already members of Local 337.

The drivers, who deliver products shuttled to them from the Novi warehouse to remote areas of the state, are seeking stronger job security as well as improved health care and retirement benefits.

"This is a great victory for our members, the local and the International in the goal to organize Sysco and US Foods locations nationwide," said Mike Martin, President of Local 337.

LOCAL 340

Osco Drug

Pharmacists at Osco Drug have voted to become members of Local 340 in South Portland, Maine. The group consists of 20 pharmacists who work for Osco pharmacies located within 16 Shaw's supermarkets throughout Maine.

"We are excited to work with the Osco pharmacists in securing them the powerful representation that Local 340 can bring to their workplace," said Brett Miller, President of Local 340.

"Labor is under attack in our great state. Now more than ever, workers are uniting to have a voice at the table," said Local 340 organizer Ed Marzano. "Osco pharmacists delivered that message loud and clear by voting for Teamster representation."

LOCAL 107

PSC Environmental Outsourcing

On March 26, 2015, workers at PSC Environmental Outsourcing, LLC in Philadelphia voted 11-0 to join Local 107. The workers are CDL operators who drive vacuum/tanker trucks.

"This unanimous support proves that these workers are looking for Teamster power to help them win better working conditions and a more secure future," said Bill Hamilton, President of Local 107 in Philadelphia.

"When utility crews work under city streets, the PSC workers are on the scene to vacuum out water and any oil that is underground, making sure the utility crews are safe and safely disposing any contaminated liquids," said Chris Buschmeier, Local 107's organizer. "They also help remove oil from transformers that get damaged if, for example, a vehicle hits a telephone pole and a transformer is toppled."

LOCAL 251

Daniele Foods

Workers at Daniele Foods in Pascoag, R.I. voted by a 2-1 margin to join Local 251 on March 17. The new members work in shipping and receiving and as drivers at the company's food manufacturing plant. There are 23 workers in the bargaining unit.

"This was a long fight and it feels great that we prevailed," said Ryan Burroughs, a forklift operator. "The company tried to divide and demean us, but we had a strong core group that stuck together."

Burroughs, who was a leader in the drive to organize his co-workers, said the campaign was about justice, noting that there are many longtime workers at Daniele Foods who are underpaid despite their many years of service.

LOCAL 601

Woodbridge Winery

Nearly 50 workers at Woodbridge Winery in Acampo, Calif. joined Local 601 in Stockton, voting 32-13 in favor of representation. The new bargaining unit of cellar operation employees includes 46 workers who are seeking improved pay, benefits and the protection of a union contract.

Woodbridge winery workers withstood strong opposition by the company to their organizing drive. The company refused to recognize the union after a majority of the workers expressed their desire to join Local 601. The Teamsters filed an election petition with the NLRB, which the employer attempted to halt, and voting took place on Feb. 6.

The workers' ballots were impounded after the company sought to challenge the results. But after review, the NLRB rejected the company's appeal and the votes were finally counted on March 4.

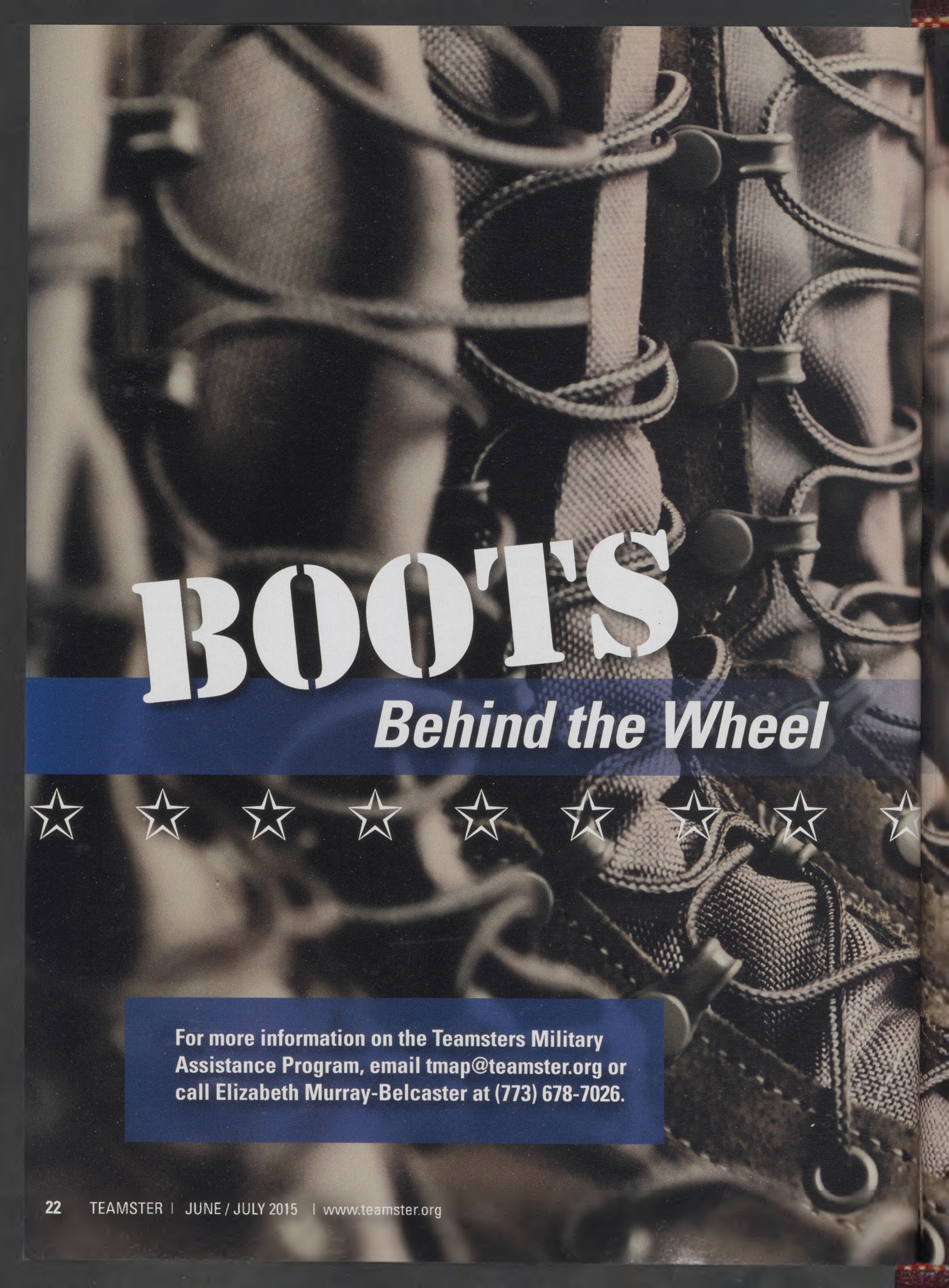
LOCALS 166 AND 952

Ryder Integrated Logistics

Drivers with Ryder Integrated Logistics at three California locations have voted to join the Teamsters Union, gaining representation for 105 workers in one week. The drivers in Orange, Riverside and Fontana, Calif., united to improve wages, health insurance, working conditions and treatment on the job.

There are 84 drivers in Riverside and nine drivers in Fontana who are now members of Local 166 in Bloomington, Calif., and 12 drivers in Orange, Calif. who have joined Local 952, also located in Orange.

"We wanted to make changes, to get respect, dignity and a union," said Victor Medina, a 15-year driver in Orange. "We are good, professional drivers and things need to be better for us."



For more information on the Teamsters Military Assistance Program, email tmap@teamster.org or call Elizabeth Murray-Belcaster at (773) 678-7026.

Teamsters Help Veterans Transition to Careers in Transportation

After 15 years of service in the U.S. Army, Staff Sgt. Jerry Pitkin will transition, in his own words, "from one uniform to the next." Pitkin, who has a family including two daughters, is looking forward to transferring the security and structure of the military into a civilian career as a driver with ABF Freight.

Recently, Teamsters General President Jim Hoffa took part in a ceremony recognizing soldiers like Pitkin, the first graduates of a program that helps active military personnel transition to a career in transportation. The ribbon-cutting ceremony was held to inaugurate the Army's new Industrial Training Complex (ITC) in Fort Sill, Okla.

"This transition is seamless because the Teamsters, ABF and the Army are partnering. They've shown they care about veterans. The impact that this has on soldiers coming out is a tremendous thing," Pitkin said.

The career training program is a result of a partnership between the Teamsters Military Assistance Program (TMAP), U.S. Army, Fort Sill, ABF Freight, Soldier For Life, the Department of Defense and the U.S. Army Training and Doctrine Command. The innovative six-week program provides Commercial Driver's License (CDL) instruction behind the wheel, as well as in a traditional classroom setting.

The program provides the opportunity for active duty military members to train in the 180 days prior to their separation from the Army. The best candidates for the program are selected by Fort Sill Command to take part in TMAP. Through the program, the service

members obtain their CDL and prepare to start a civilian career after their service is completed. The goal is to secure jobs for soldiers prior to leaving the service, so that there is not a gap in employment.

"The men and women who defend and protect our country deserve good, full-time jobs when they return home. I am proud that our union is working in this great partnership to honor our military veterans and help them transition to a rewarding civilian career," Hoffa said.

"We have a solemn obligation to take care of our veterans. Over the next 10 years, we will transition more than 1 million soldiers back to civilian life. We must provide them with the best opportunities so when they depart the Army they are career ready," said Col. Glenn Waters, Garrison Commander at Fort Sill.

Michael Yauger, National Director of TMAP, said the ITC is the culmination of years of planning and hard work.

"We made it our mission to get this talented pool of men and women the certification and training they need to be on the path to the American Dream," Yauger said.

Once the CDL is earned by a participant, the union and ABF Freight provide job placement assistance within the nationwide ABF Freight network. Other transportation providers are expected to join the program in the future. With over 130,000 soldiers transitioning from military service to civilian life annually, this program will help meet a critical need.

Tim Thorne, ABF Freight President, leads a company with 12,000 employees that is adding veterans trained at Fort Sill to its ranks.

"I'm a veteran and I remember feeling lost when I got out of the service. I started out on the dock of a Teamster carrier and worked my way up to president of ABF Freight," Thorne said. "I'm proud to be the president of a Teamster company."

Rank and File

Fiona O'Brien was among the first group of a dozen graduates that have completed the TMAP program at Fort Sill. The 16-year Army veteran had been deployed three times to Afghanistan, but when she completed her service, O'Brien needed to think of her next steps.

"It's hard for many veterans to get out and find a job, to transition from Army to civilian life. This program gives us one less thing to stress about," said O'Brien, who is now working for ABF Freight in New Jersey.

Specialist Natalie Walker was among the second group to complete the program. Walker has served in the Army for nine years, including a deployment to Kuwait. Walker is excited to start her new job at ABF Freight in Nashville when she leaves the Army in May.

"I've driven trucks in the military, but I've learned a lot from the instructors here. They're knowledgeable and helpful. This is an outstanding program and a great opportunity for any soldier to have," Walker said.

A mother to two teenage sons, Walker said she feels reassured knowing that when she leaves the Army she will be able to provide for them.

"We got a little bit of everything—hands on training, personal experience, classroom instruction," said Sgt. Jesse Cotton,

ONE TEAM

Veterans Join Teamsters in California

Chris Hughes is an Army reservist, a driver at UPS and a Teamster. When Hughes enlisted in the Army in 2006, he didn't realize that one day the skills he developed while serving his country would transfer over to a job with one of America's largest companies.

"Before getting the job at UPS, I had no idea how prestigious being a Teamster was. I'd never been in a union before, but you're joining from one family-oriented organization—the military—to another, the Teamsters Union," Hughes said. "You're all 'one team, one fight,' as we say in the Army, and that's one of the things the Teamsters represent that I enjoy."

Hughes, and many other military men and women, found their new careers at companies like UPS through friends, colleagues and job fairs. However, they were given a closer look thanks to the priority that locals like Teamsters Local 396, under the leadership of Secretary-Treasurer Ron Herrera, place on veterans.

who already had experience driving standard military heavy duty vehicles and taught other soldiers to drive Humvees. "I've really enjoyed being in the program and I'm glad I did it."

Cotton is looking forward to starting work with ABF Freight in Dallas and participating in the union.

"I didn't know about the Teamsters before this, but I see that the Teamsters lead the fight for everyday working people's rights and equality, and I realized this is something I'd like to be a part of," Cotton said.

Edward Yaneliush had experience driving with a convoy through dangerous territory in Iraq. The soft-spoken Army specialist, originally from Micronesia, finishes his military service in June and will work for ABF Freight in Dallas.

"I have nothing but good things to say about the program. Driving was something I always wanted to do and I was already trying to be a driver before I found out about the program. It's great that it's free training," Yaneliush said.

Elizabeth Murray-Belcaster, who works for TMAP, said the TMAP program greatly reduces the time it takes for soldiers to obtain their CDL as compared to pursuing the certification on their own, and the program is at no cost to participants.

"In some areas it can cost $5,000 for a CDL, and that's money out-of-pocket or from GI benefits that could have ultimately gone to the soldiers to support their families," Murray-Belcaster said. "The Teamsters are the first to do civilian credentialing for the military, which is historic, and through this process, the Army provides the employer with the best the Army has to offer. That is not something an employer alone could streamline in any space."

"Companies like UPS have the ability to hire veterans, and in my area the company uses a six-to-one ratio whenever possible to hire one veteran. This was because of a simple ask that I made that veterans be considered for hiring when there is an opening to workers from outside the company," said Herrera, an International Vice President. "The companies find the candidates themselves that best fit the job and it's been a tremendous success."

Covina, Calif.-based Local 396 recognizes veterans at monthly membership meetings, bestowing special Local 396 veterans jackets to rank-and-file members of the local in each branch of service.

"I spent four years in the Navy. I went to a job fair and got in touch with someone looking to recruit with UPS, and I got hired. I'm proud to have a Teamster jacket that shows I'm a veteran," said Viviana Gonzalez, a member of the union since October.

"If you've already been in the military, it's easy to pick up the routine, the chain of command to follow and to get the job done no matter what," Gonzalez said. "I am thankful to Ron Herrera because his appreciation of veterans is why I have this opportunity."

Longtime Teamster veterans are also giving back to their union, including Jerome Singletary, a 16-year shop steward with Local 396, who works at Republic Services. Singletary takes part in local activities that help and honor veterans. A fellow Teamster, Eric Brown, also served in the military and knows how hard it can be for veterans to transition into civilian careers.

"When I came out of the military, it was 30 years ago. It's a very different climate today," Brown said. "I got a job at UPS one month after getting out of the service. I don't think it's that easy today for veterans to get a good union job with living wages to help them take care of their families."

Thanks to Teamsters honoring our veterans, and working with companies that recognize the value of their skills and training, Teamsters like Gonzalez and Hughes are getting their piece of the American dream.

"UPS embraces my experience," Hughes said. "My girlfriend's father has been a Teamster for over 30 years and loves talking about it with me. Now I think he will say someday, 'You can marry her.'"

Lighting Up the Night

8th Annual Gala Raises More Than $350,000 for Autism Charities

Local 25's 8th annual Light up the Night Gala for Autism had the makings of a glitzy Hollywood premiere. There was the capacity crowd. Academy Award winners were present. There were smiling children with powerful messages. A live band and marching bagpipers entertained the crowd.

Since 2007, the Teamsters Local 25 Autism Fund has donated more than $2.75 million to area nonprofits that assist children and families on the autism spectrum. This year, the local raised more than $320,000 in donations.

"This gala is a success year after year because of everyone in this room," said Local 25 President Sean O'Brien. "Everyone plays a role and because we work together we have been able to accomplish great things, like passing the landmark autism insurance legislation in Massachusetts and raising more than $2.5 million for charity."

Among the audience: hundreds of labor members from Local 25 and beyond, plus Boston-area residents. The Boston Bruins' mascot, Blades, fired up the crowd as the bagpipers played, and 9-year-old Liam Fitzgerald, also known as "The Fist Bump Kid," joined the band to play the drums.

"As we look to the future, we must tackle the housing shortage that exists for young adults with autism once they turn 22, and continue to work with charities like the Challengers Little League that lets kids forget about their challenges and just play the game of baseball," O'Brien said.

Five-time Academy Award-nominated writer and director David O. Russell was honored for his longtime efforts off-screen to raise national awareness of mental health issues, including as an advocate of the Excellence in Mental Health Act, which he helped introduce to Congress in 2013.

"I am honored to be up on stage with Liam Fitzgerald and Steve Mulcahy," Russell said. "I am honored to be the father of my son. I'm an advocate for mental health rights. Making the film 'Silver Linings Playbook' with Jennifer Lawrence and Bradley Cooper helped bring awareness to mental illness. I want to thank all the members of Teamster Local 25, Sean O'Brien, Bill O'Brien, my driver and friend, Kevin Wright, and everyone for giving their support to help the cause for autism."

The other honorees included Malden police detective, Steve Mulcahy Jr., who through a chance meeting helped a local boy on the autism spectrum, and Fitzgerald, who earned his nickname after a video of him fist bumping the Boston Bruins went viral with 5.5 million views.

To learn more about Local 25's autism efforts, visit Teamsterslocal25autism.com.

COURT ORDER

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK
Civ. 88 4486 (LAP)

ORDER

UNITED STATES OF AMERICA,

Plaintiff,

v.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, et al.,

Defendants.

IRB APPLICATION NO. 170

LORETTA A. PRESKA,
Chief United States District Judge:

Before the Court is Application 170 of the Independent Review Board ("IRB") seeking affirmance of IRB's June 18, 2014 Opinion and Decision ("IRB Decision") permanently expelling Frank Radice ("Radice") from membership in the International Brotherhood of Teamsters ("IBT"). For the reasons that follow, Application 170 is GRANTED, and the IRB Decision is AFFIRMED in all respects.

BACKGROUND

On December 20, 2013, IBT General President James Hoffa filed IRB-recommended charges against Radice and referred them to the IRB for adjudication. On March 12, 2014, the IRB held a hearing that Radice chose not to attend. During the hearing, the Chief Investigator introduced Exhibits 1-27 into evidence. Following the hearing was a ten-day period during which Radice was entitled to supplement the record; during that period, Radice's counsel submitted letters dated October 10, 2013, and January 8, 2014, arguing primarily that Radice's resignation from the IBT should have prevented his being charged.

On June 18, 2014, the IRB issued its Opinion and Decision. The IRB found by a preponderance of the evidence that Radice had committed two offenses: (1) he brought reproach upon the union by being a member of the Gambino Organized Crime Family, and (2) he failed to cooperate with the IRB as required under the consent order and IBT constitution. (IRB Decision at 3-11.)

On July 2, 2014, Radice's counsel submitted an objection to Application 170, (Frank Radice's Objection to App. 170 of the IRB [dkt. no. 4372] ("Radice Objection")), and on July 11, 2014, the Chief Investigator responded, (Ltr. from Charles M. Carberry, Chief Investigator, to Hon. Loretta A. Preska (July 11, 2014) [dkt. no. 4373] ("IRB Response").) On July 18, 2014, Radice's counsel asserted that the IRB Response did not fully address Radice's objection and asked the Court to hold a hearing on the issue. (*See* Ltr. from Jonathan Barddavid to Hon. Loretta A. Preska (July 18, 2014) [dkt. no. 4375] ("Radice Reply").)

DISCUSSION

When acting as an adjudicator, the IRB can impose sanctions where the disciplinary charge is supported by a preponderance of the evidence. Rules & Procedures for Operation of the IRB ¶ J. 6; *United States v. Int'l Bhd. of Teamsters*, 931 F. Supp. 1074, 1089 (S.D.N.Y. 1996) aff'd sub nom. *United States v. Int'l Bhd. of Teamsters, Chauffeurs, Warehousemen & Helpers of Am., AFL-CIO*, 120 F.3d 341 (2d Cir. 1997). In reviewing IRB adjudications, this Court will overturn the IRB's determination only if it is "arbitrary and capricious or otherwise contrary to law." *United States v. Int'l Bhd. of Teamsters, Chauffers, Warehousemen & Helpers of Am., AFL-CIO*, 978 F.2d 68, 73 (2d Cir. 1992) ("The district judge derives his authority in this case from the terms of the consent decree, which incorporates the APA standards of review applicable to final agency action....[T]he APA is clear: a reviewing court may set aside final agency action only if it is arbitrary and capricious or otherwise contrary to law. 5 U.S.C. § 706 (2)(A)."). Pursuant to this deferential standard, "[t]he reviewing court should not overturn the independent administrator's choice of sanctions unless it finds the penalty 'unwarranted in law' or 'without justification in fact.'" *Id.* (quoting *Butz v. Glover Livestock Comm'n Co.*, 411 U.S. 182, 185-86 (1973)).

Radice's sole objection to Application 170 centers on the use of the term "IBT affiliated entity." The term appears at the conclusion of the Decision but is not explicitly defined:

> Accordingly, Radice is permanently expelled from membership in Local 817, the IBT and *IBT affiliated entities*, and he is permanently barred from holding office or employment (including as an independent contractor of consultant) with Local 817, the IBT and all *IBT affiliated entities*. He may not receive any payments, salary, gratuities, gifts, severance payments, allowances, fees, benefits payments or contributions or any other compensation of any kind from Local 817 or other *IBT affiliated entities*, except that he may receive any pension, vacation or other benefits from existing plans or programs maintained by Local 817 or other *IBT affiliated entities* which had vested or accrued prior to his expulsion from membership.

(IRB Decision, at 12 (emphasis added).) Radice seeks modification of the IRB Decision on the basis that forbidding payments from "affiliated entities" is "unlawful" and represents an attempt to prevent "Mr. Radice's current or future employer from making otherwise lawful contributions on his behalf to any IBT fund and/or to prevent Mr. Radice from continuing to receive health insurance from an IBT fund." (Radice Objection, at 3-4.) Radice's concern is that he will be "prevented from obtaining future, currently non-vested benefits from any pension, health and welfare, sever-

ance, on any other IBT benefit fund." (Radice Objection, at 2 (footnote omitted).)

In its response to the objection, IRB takes the position that "IBT affiliated entity" includes "the international, State Conferences, Joint Councils, Locals, other IBT affiliated labor organizations, and IBT affiliated benefit funds" and clarifies that "[a]n employer with a contract with a Teamster entity is not an IBT affiliated entity." (IRB Response.) IRB further explained:

> In the abstract, it is difficult to respond to [the objection insofar as it concerns obtaining "future non-vested benefits from any…IBT benefit fund"]. Under the IRB's decision… Radice can receive pension or other benefits that "had vested or accrued prior to his expulsion from membership." This does not apply to any benefit that may become vested under a fund's rules in the future based upon legitimate contributions to a Teamster affiliated benefit fund by an employer." *Id.*, at 2 (citations omitted).

Radice's objection relies on Section 8(b)(1) of the National Labor Relations Act ("NLRA"), which makes it an unfair labor practice for a "labor organization or its agents – to restrain or coerce employees in the exercise of the rights guaranteed in section 157 of this title," 29 U.S.C.A. § 158 (West). The section 157 rights referred to are the rights "to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, and … the right to refrain from any or all of such activities." 29 U.S.C.A. § 157 (West). Radice additionally objects on the basis of NLRA Section 8(b)(2), which makes it an unfair labor practice for a labor organization or its agents to "cause or attempt to cause an employer to discriminate against an employee in violation of subsection (a)(3) of this section or to discriminate against an employee with respect to whom membership in such organization has been denied or terminated on some ground other than his failure to tender the periodic dues and the initiation fees uniformly required as a condition of acquiring or retaining membership." 29 U.S.C.A. § 158 (West).

Radice argues, in essence, that conditioning receipt of benefits on union membership constitutes discrimination against non-union employees, a proposition that finds support in a number of National Labor Relations Board opinions and court decisions enforcing those decisions.[1] Nonetheless, Mr. Radice's argument must fail.

Sections 8(a) and (b) of the NLRA regulate the behavior of labor organizations and employers, respectively, and the IRB is neither an employer nor labor organization in relation to Radice. The decisions supporting Radice's arguments are either NLRB decisions or District Courts decisions reviewing NLRB determinations. The posture here is different, and importantly, the purposes of the NLRA are not implicated when the IRB acts pursuant to its own well-established procedures not to regulate labor relations but rather to "rid the IBT of the hideous influence of organized crime and establish a culture of democracy within the union." *United States v. Int'l Bhd. of Teamsters*, 51 F. Supp. 2d 314, 315 (S.D.N.Y. 1999). Both this Court and the Court of Appeals have noted the significance of the IRB's unique role relative to labor disputes. *See, e.g., United States v. Int'l Bhd. of Teamsters, Chauffeurs, Warehousemen & Helpers of Am., AFL-CIO*, 12 F.3d 360, 367 (2d Cir. 1993) ("As we stated in *United States v. IBT*, 954 F.2d 801, 810 (2d Cir.), cert. denied, 505 U.S. 1205, 112 S.Ct. 2993, 120 L.Ed.2d 870 (1992), 'collective bargaining agreements and the Consent Decree address different problems and serve different purposes. The former governs the daily relations between particular employers and their employees, while the latter is an attempt to rebuild the infrastructure of an entire national labor organization.' The district court specifically noted in this case that 'the IRB has no role in labor-management relations.' IBT, 803 F.Supp. at 817.")

In this case, the remedial function of the IRB provides just cause for the sanctions against Radice; the sanctions do not represent an attempt to discriminate on the basis of Union membership. This view is borne out by the observation that the sanctions against Mr. Radice are not unique: the IRB has issued similar sanctions in the past, and both this Court and the Court of Appeals have affirmed them. *See, e.g., United States v. Int'l Bhd. of Teamsters*, 247 F.3d 370, 390 (2d Cir. 2001) (affirming the District Court's decisions and holding that "IRB's decision regarding the choice of sanctions [wa]s neither arbitrary nor capricious" where the appellants were "permanently barred from membership, permanently barred from holding any office or employment relationship with the IBT or its affiliates or otherwise drawing any salary or compensation from any IBT-affiliated source."); *United States v. Int'l Bhd. of Teamsters, Chauffeurs, Warehousemen & Helpers of Am., AFL-CIO*, 814 F. Supp. 1165, 1184 (S.D.N.Y. 1993) (affirming an IRB decision where "The independent Administrator perma-

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[1] See, e.g., Local Union No. 167, Progressive Mine Workers of Am. v. N.L.R.B., *422 F.2d 538, 540 (7th Cir. 1970) (enforcing an N.L.R.B. decision where "[t]he Board found that the Union violated § (b) (1) (A) of the Act by depriving [former union members] of eligibility for pension and welfare benefits because of non-membership in the union.");* See also International Union of Operating Engineers Stationary Engineers, Local 39, *2003 WL 26072895 (N.L.R.B.) ("Although the Union asserts that the benefits plans its employees participated in require Union membership, it has offered no evidence to substantiate this claim and it is not clear it could legitimately do so. If the plans in issue are the trust fund plans available to employees the Union represents, they would generally not require Union membership. For, a union acting as a Section 9(a) representative may not limit eligibility for its benefits plan to union members…[I]f participation of the Union's employees in the benefits plan is a matter within the Union's control, and the Union provides the benefit as a condition of employment, it would discriminate by prohibiting nonmember employees from participation, while providing coverage to member-employees.") (footnotes omitted);* Montauk Iron & Steel Corp. (Local 815, Teamsters), *127 N.L.R.B. 993, 1004 (1960) ("Accordingly, I find that Local 815 caused the Company to discriminate, and that the Company did discriminate, against Ferland in respect to welfare and pension benefits because of the termination of his membership in Local 815. Such conduct constituted a violation of Section 8(a)(1) and (3) of the Act by the Company and a violation of Section 8(b)(1)(A) and (2) of the Act by Local 815.")*

nently barred [respondent] from the IBT," "prohibited him from receiving compensation from any IBT affiliated entity," "prohibited IBT-affiliated entities from paying respondent his severance," and "precluded IBT-affiliated entities from making contributions on respondent's behalf to employment benefit plans, although the Independent Administrator did not alienate his vested benefits.").

Finally, the objections raised are purely speculative. As a result, any potential unfair labor practices appear to be unripe for adjudication. Radice has not asserted that any unfair labor practice has occurred; rather, he fears that one may occur as a result of one possible reading of the IRB Decision. In other words, it is unclear whether the IRB Decision requires an employer or labor organization to commit unfair labor practices, and so this Court need not take up the issue. Radice is of course entitled to bring claims pursuant to the appropriate procedures if and when they do arise.

This Court, having reviewed all the materials in the record, cannot find arbitrary or capricious the IRB's determinations that Radice brought reproach upon the union by being a member of an organized crime family and failed to cooperate with the IRB. Accordingly, the sanctions imposed against Radice are neither unwarranted in law nor without justification in fact.

CONCLUSION

For all of the reasons above, Radice's objection must fail. It is hereby ORDERED that the IRB Opinion and Decision of June 18, 2014, is AFFIRMED in all respects. Application 170 is therefore GRANTED.

SO ORDERED.

Dated: New York, New York
March 4, 2015

Loretta A. Preska

LORETTA A. PRESKA
Chief United States District Judge

IRB REPORT 3

REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: The Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: March 27, 2015

I. INTRODUCTION

In this Report Number Three of the Independent Review Board for 2015 regarding activities conducted pursuant to the Consent Order. In this Report we will discuss one recently issued Charge Report and also provide status updates on three existing Charge Reports against International Brotherhood of Teamsters Officers and Members, and three IRB Trusteeship Recommendations that you were informed of in some detail in previous Reports.

II. NEW REPORTS

A. SECRETARY-TREASURER SAMUEL ROSAS AND FORMER PRESIDENT ARMANDO ALONZO, LOCAL 439, STOCKTON, CALIFORNIA

On February 27, 2015 the Independent Review Board recommended to the IBT General President that charges be filed against former Local 439 Secretary-Treasurer and principal officer Samuel Rosas for bringing reproach upon the IBT and abusing his fiduciary position through engaging in a pattern of criminal conduct, including racketeering acts. Rosas' misconduct included embezzlement, mail fraud, soliciting and receiving a thing of value from an employer, receiving an illegal loan from the Local and violating federal criminal statutes mandating the keeping of Local records.

It is also recommended that former Local 439 President Armando Alonzo, Jr. be charged with embezzlement, bringing reproach upon the IBT and violating the federal record keeping statutes. In addition, it is recommended that both Rosas and Alonzo be charged with bringing reproach upon the union through breaching their fiduciary duties and violating the Bylaws by causing the Local to make over $845,000 in purchases without the Executive Board approvals the Bylaws required and over $568,000 without required membership approvals.

On March 4, 2015 and by corrected letter of March 11, 2015 IBT General President James P. Hoffa determined to adopt the charges and process them in accordance with Article XIX of the IBT Constitution.

III. PROGRESS OF EXISTING CHARGES

A. TRUSTEESHIP, LOCAL 456, ELMSFORD, NEW YORK

On October 22, 2014, the IRB recommended to General president Hoffa that Local 456 be placed in Trusteeship because it is necessary to correct the corruption and financial malpractices at the Local, and because the Local is not being run for the benefit of its members.

The IRB found that the Local has financial control issues which enabled the Principal Officer to embezzle over

$53,000, and the Secretary-Treasurer over $10,000. In addition, the Local officers allowed a person whom the IBT barred from participation in Local affairs to play an active role in the Local.

On November 6, 2014, Mr. Hoffa placed the Local in Trusteeship and appointed Thomas Gesualdi, President of Local 282, as temporary Trustee over Local 456 and Bernadette Kelly, International Representative, as the temporary Assistant Trustee.

On March 2, 2015 IBT General President Hoffa determined to continue the Trusteeship.

B. SECRETARY-TREASURER, SYDNEY GOLDSTEIN, LOCAL 456, ELMSFORD, NEW YORK

On December 11, 2014 the Independent Review Board recommended to the IBT General President that charges be filed against former Local 456 Secretary-Treasurer Sydney Goldstein for his embezzlement and for assisting former President Roberge's embezzlement of Local money. Goldstein caused the Local to pay without authority and without union benefit, at least $16,360.45, between July, 2012 and August 2014, for restaurant charges (1) he incurred for himself, other officers and employees of the Local and also a former officer who was not an IBT or Local member or employee and who was barred from being involved in Local affairs and (2) for then President Roberge for which Goldstein approved payment when Roberge claimed he was discussing Local business with the same barred non-member. All these expenses were charged near the Local. For 27 of 28 of Roberge's charges, Goldstein caused the Local to pay them without authorization because the itemized receipts the Bylaws required to be submitted, before the Local was empowered to make payment, were not submitted.

By his conduct, while an IBT member and Local officer, Goldstein brought reproach upon the IBT, breached his fiduciary duties and embezzled, approximately, $16,360.45 in union funds in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2) and (3) of the IBT Constitution.

On December 16, 2014, General President James P. Hoffa determined to adopt the charges and process them in accordance with Article XIX of the IBT Constitution.

On February 19, 2015 the IRB received notice of the IBT scheduled Hearing, of the charges against Goldstein, for March 23, 2015. On February 26, 2015 the IRB responded by letter that the March 23, 2015 hearing date exceeds the 90 days set forth in the Consent Decree.

On March 11, 2015, IBT General Counsel Bradley T. Raymond submitted to the IRB an Affidavit and Agreement, signed by Sydney Goldstein, to a 3 year bar from office, employment, payments of any kind other than fully vested benefits or those benefits or compensation that accrued prior to the effective date of the Agreement for which he is entitled, 18 months bar from membership and restitution of $11,009.33.

On March 19, 2015 the IRB approved the Agreement and submitted it to the Court by IRB Application 178.

On March 25, 2015, Judge Preska approved the Agreement and "So Ordered" Application 178.

C. TRUSTEESHIP RECOMMENDATION, LOCAL 710, MOKENA, ILLINOIS

On July 18, 2014, the IRB issued to IBT General President Hoffa a Trusteeship Recommendation regarding this Local's Officers financial malpractices, corruption and failing to operate the Local for the benefit of its members.

On July 21, 2014 General President Hoffa appointed Brian Rainville to be his personal representative at the Local.

On July 30, 2014 General President Hoffa imposed a Temporary Emergency Trusteeship over the Local and appointed International Vice President and Joint Council President John T. Coli as Temporary Trustee.

On August 18, 2014 the IBT General Counsel by letter Updated the IRB on the actions taken under the Trusteeship. The Temporary Trustee has appointed Persons to positions to help to insure the functioning of the Local for the benefit of its members in the day to day operation of the Local during this transition. The former officers are cooperating. The Trustee has assigned a new accounting firm to audit the Local's finances. The Trusteeship Hearing was held on September 30, 2014.

On December 10, 2014, General President Hoffa informed the IRB that he determined to continue the Trusteeship over the Local.

D. FORMER OFFICERS, MICHAEL SWEENY, GERALD PAULI, CHARLES DeCOLA, LARRY ALEXANDER, ANTHONY LAMY, KEVIN WAGONER, LOCAL 710, MOKENA, ILLINOIS

On August 15, 2014 the IRB issued a Charge Report to the Local 710 Trustee, John T. Coli recommending that charges be filed against former Local 710 officers Michael Sweeney, Gerald Pauli, Charles DeCola, Larry Alexander, Anthony Lamy and Kevin Wagoner, who were all fiduciaries under 29 U.S.C. §501, for breaching their fiduciary duties to protect Local assets by failing to investigate unusual financial transactions. In 2011, the Board approved then Principal Officer Patrick Flynn's request to purchase 1,000 $25 gift cards for the purpose of distribution of one card to each attendee at the November 2011 membership meeting. At the time of that vote, the officers knew or should have known that 1,000 gift cards were substantially more than necessary for the purported purpose because not even 600 members had attended any membership meeting since at least January 2007. Only 598 members attended the November 20, 2011 membership meeting. The officers also knew that at least $10,000 of surplus cards would go into Flynn's possession and he would use them for non-approved purposes. Yet they acquiesced in allowing Flynn to buy and then control these $10,000 worth of cards that would not be used for the authorized purpose. The cards were cash equivalents.

Under the guise of the authorized purpose, these Board members moved $10,000 of the Local's funds to Flynn. Despite being present at the membership meeting in November 2011 when far fewer than 1,000 members attended, the Board members did not have Flynn report to the Board on the surplus cards. Indeed, the cards were not accounted for in any Local record. That the officers did nothing to determine what happened to the over 400 unused cards in his possession worth over $10,000 after the November 2011 membership meeting evidenced their determination to remain blind to Flynn's misconduct. They abandoned their fiduciary responsibilities to protect the Local's assets. This was consistent with their pattern over prior years of failing to determine what happened to surplus gift cards in Flynn's possession of which they were aware.

Fourteen months later, in January 2013, the former officers also gave Flynn blanket authority to dispose of undefined "surplus items" that were Local property without knowledge of the value of the items, including gift cards, that were covered by the resolution about which they had no inquiry. If they had, they would have learned these items were acquired without authorization and not reported in the Local's records. This was only 14 months after they knew or should have known there was an over 400 card surplus resulting from their November 2011 resolution which they had made no inquiry about. Yet, shortly after, they learned Flynn had only 10 of those cards. They made no inquiry into the cards they knew were unaccounted for.

By their conduct, it appears that the former officers brought reproach upon the IBT and breached their fiduciary duties to protect Local assets in failing to investigate these unusual transactions in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) of the IBT Constitution and 29 USC §501(a).

On August 21, 2014, by letter, General President Hoffa informed the IRB that he has determined to adopt and file the charges recommended by the IRB, forwarded to him by the Local 710 Trustee, and to appoint a panel to hear the charges.

On September 16, 2014 an Affidavit and Agreement was received from the IBT signed by Lamy, and on September 17, 2014 one was received from IBT signed by DeCola.

On September 17, 2014 both Agreements were approved by the IRB and on October 1 were sent by Application 174 and 175 to the Court. On October 8, 2014, Judge Preska approved the Lamy and DeCola Agreements thus granting Applications 174 and 175.

In an October 21, 2014 letter, from IBT General Counsel Raymond, the IRB received notice that an IBT Hearing was held on October 15, 2014 to hear charges against Alexander and Wagoner. The hearing decision regarding the charges against Alexander and Wagoner was issued to the IRB on November 12, 2014, revised on January 9, 2015, and on January 13, 2015 the IRB found the revised decision, permanently barring Alexander and Wagoner from ever holding Office in Local 710 or its successors, to be not-inadequate.

On October 21, 2014, Mr. Raymond submitted to the IRB Sweeney's Affidavit and Agreement and made notation that Pauli's Affidavit and Agreement would follow. On October 31, 2014, the IRB received Pauli's Affidavit and Agreement. On November 13, 2014, after review of the Agreements, the IRB returned both the Sweeney and Pauli Agreements to the IBT as inadequate.

On January 22, 2015, the IBT issued notice that a hearing would be held and that notification of the date, place and time would be issued shortly. The IRB requested the IBT resolve the matter by February 21, 2015. The IBT responded back to the IRB saying that they would not be able to resolve the matter by February 21, 2015.

On February 2, 2015 the IBT submitted to the IRB a signed revised agreement from Sweeney which addressed the IRB's concerns of November 13, 2014. On March 3, 2015 the IRB approved Sweeney's revised agreement and directed the Administrator to file with the Court.

On March 10, 2015 the IRB filed Application 177 submitting to the Court Sweeney's revised agreement, including but not limited, to never seek or accept any officer position in Local 710 from March 10, 2015 forward, to not seek or accept any officer position with any other local or affiliate for a period of three years from March 10, 2015, and to not seek or accept any employment or consulting position with Local 710 or any affiliate for a period of three years.

On March 12, 2015, the IRB sent a letter to General President Hoffa requesting resolution with respect to the charges against Gerald Pauli within ten days.

On March 12, 2015, IBT General Counsel Bradley T. Raymond sent a response to the IRB stating that a Hearing was held on February 20, 2015, the Hearing Transcript had been received and that the panel's report has been drafted and submitted to the IBT General President for approval.

On March 16, 2015, IBT General President Hoffa submitted his Decision to the IRB to permanently bar Pauli from office in Local 710 and to bar him from office for a period of three years with any Affiliate, and for a period of three years, disqualifiy him from employment at Local 710 or any Affiliate, and bar him from receiving any compensation or benefits with the exception of those fully vested benefits prior to the effective date of the Decision. The IRB issued a letter stating that the Board found the decision to be not-inadequate.

E. MEMBER FRANK RADICE, LOCAL 817, GREAT NECK, NEW YORK

On December 19, 2013 the IRB issued an Investigative Report to the IBT General President with the recommendation that charges be filed against Frank Radice for being a member of organized crime and unreasonably failing to cooperate with the IRB by refusing to appear for his sworn examination on October 11, 2013. Among the issues the Chief Investigator intended to question Radice about during his sworn examination was whether he was a member or associate of organized crime and whether he had any contact with individuals reported to be organized crime members and associates. The FBI has pro-

vided an affidavit from a Special Agent stating that in his expert opinion Radice is a member of the Gambino Organized Crime Family. (See IRB Report 2 in the June 2014 Issue of the TEAMSTER).

Mr. Hoffa, in a letter to the IRB dated December 20, 2013, stated that he determined to adopt and file the Charges against Radice, and in accordance with past practice, he referred these charges back to the IRB for adjudication.

An IRB hearing on this matter was held March 12, 2014 in New York City. Neither Mr. Radice nor his Counsel appeared for the Hearing. The IRB's June 18, 2014 Opinion and Decision on this matter permanently expelled Radice from membership and permanently barred him from holding office or employment with the IBT or its affiliated entities. He may not receive any payments, salary, gratuities, gifts, severance payments, allowances, fees, benefit payments or contributions or other compensation of any kind from Local 817 or IBT affiliated entities, except that he may receive any pension, vacation or other benefits from an existing plan or program maintained by Local 817 or other IBT affiliated entities which had vested or accrued prior to his expulsion from membership. On June 18, the IRB submitted its Opinion and Decision to the Court by way of Application 170. On March 4, 2015 the Honorable Chief Judge Loretta A. Preska Granted Application 170 and thus Affirmed the IRB's Decision in all respects.

F. TRUSTEESHIP, LOCAL 1150, STRATFORD, CONNECTICUT

On December 11, 2014, the Independent Review Board recommended to the IBT General President that Local 1150 in Stratford, Connecticut be placed into Temporary Trusteeship because of corruption, failure to comply with required financial controls, including pervasive Bylaw violations, and officers' breaches of fiduciary duties. The failure to comply with financial controls is systemic and has continued for at least five years. These failures include that: the officers caused approximately $1,323,422 in expenditures to be made without the Executive Board approvals the Bylaws required and caused over $1,246,943 in expenditures to be made without the members' approvals the Bylaws also required; expenses of employees, the officers authorized the Local to pay, were not supported by necessary documentation and information; the Local paid officer expenses not incurred for union purposes; the local officers failed to comply with the Bylaw requirement to submit itemized receipts and caused the Local to pay expenses in violation of the Bylaw prohibition that payment not be made until itemized receipts were received; officers approved their own expenses and disbursements for payment to themselves; and records the Local and the Secretary-Treasurer both were required to maintain under federal law to support disbursements to Local Officers were routinely disposed of after the payments were made, destroying all records supporting the payments to local officers and employee's. The officers' failure to enforce existing financial controls allowed the former President to embezzle local funds to pay for personal items, including family telephone bills and home entertainment equipment. Even after an IBT auditor in 2012, instructed the Executive Board, including the Principal Officer, that itemized receipts for certain charges needed to be submitted before the expenses could be paid, the Principal Officer and President ignored the instruction and continued to not submit the required itemized receipts and the Local continued to pay these charges without the required documents. This continued even after the General Secretary Treasurer reminded the Principal Officer in writing of the requirement.

On January 12, 2015, IBT General President Hoffa placed Local 1150 in Trusteeship and appointed International Representative, William Moore, Temporary Trustee over Local 1150. An auditor was selected by IBT to review the Local's financial state.

IV. TOLL-FREE HOTLINE

Since our last report to you, slightly over a month ago, the hotline has received approximately 35 calls reporting alleged improprieties. As in the past, all calls appearing to fall within IRB jurisdiction were referred for investigation.

Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system which records hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed only by an IRB staff member. The recorded information, if complete and within IRB jurisdiction, is forwarded directly to the Investigation's Office in New York City. Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

V. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline number noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W. , Suite 528
Washington, DC 20001

ELECTION SUPERVISOR'S REPORT No. 2

RULES REPORT; OES REGIONAL STAFF; SEASONAL DELEGATE ELECTIONS; PROTESTS

Rules Report. The period for commenting on the proposed *Rules for the 2015-2016 IBT International Union Delegate and Officer Election* closed on May 22, 2015. The proposed *Rules* are substantially the same as rules used in previous IBT international officer elections and the proposed *Rules* were deemed effective as of May 1, 2015. As of this writing, however, the formal process of securing approval of the *Rules* in final form is not yet complete and the comments submitted are under review. Materials relating to the final approval of the proposed *Rules* will be made available for viewing under the "Election Rules" button at the OES website, www.ibtvote.org. Final approval of the *Rules* will be announced on the OES website.

OES Regional Staff. OES now has in place eight Regional Directors to assist members and local unions in understanding and carrying out their responsibilities in the International Union Delegate and Officer Election, to investigate protests, and to enforce the *2016 Rules.* All of the RDs are experienced in conducting and overseeing elections. Here's the regional lineup, with the email address of each RD:

Northeast:	Peter Marks pmarks@ibtvote.org (CT, MA, ME, NH, NY, RI, VT)	South:	Dolores Hall dhall@ibtvote.org (AL, AR, FL, GA, LA, TN, MS, NC, OK, PR, SC, TX)
Atlantic:	Paul Dever pdever@ibtvote.org (DC, DE, MD, NJ, VA, WV)	Great Plains:	Mary Ann Campbell mcampbell@ibtvote.org (AZ, CO, IA, KS, MN, MO, NE, ND, NM, SD, NV, UT, WY)
Mid-East:	John Pegula jpegula@ibtvote.org (OH, PA)	Far West:	Deborah Schaaf dschaaf@ibtvote.org (AK, CA, HI, ID, MT, OR, WA)
Mid-West:	William Broberg wbroberg@ibtvote.org (IL, IN, KY, MI, WI)	Canada:	Jack Sullens jsullens@ibtvote.org (All Provinces and Territories)

Full contact information, with the address and phone number for each RD, is available at www.ibtvote.org under "Contact Us." Click on a state, province, or territory as shown on the map and the RD's contact information will appear. Or, to look up an RD by IBT local, GCC local, General Committee of Adjustment or System Federation, use the drop-down menu at the bottom of the Contact Information page.

Training. Local union election plans will be submitted to OES using an on-line tool hosted at www.ibtvote.org, and OES will provide training to locals on using that system. OES will also offer training to candidates for International office on use of the Campaign Contribution and Expenditure Report on-line system. Contact OES to find out dates of scheduled training or to get training materials. OES can also arrange for presentations at regional or conference gatherings (schedule permitting).

Seasonal Delegate Elections. The table posted on the OES website of "Dates, Times, and Places" for local union delegate elections is starting to be filled in. Local unions that represent members employed in a seasonal food industry have submitted plans to nominate and elect convention delegates this summer, and the plans are now under review. OES will update the "Dates, Times, and Places" table on the website as local union plans are submitted and approved.

Delegate Strength Announced. With all local union election plans due by the end of September, look up your local on the table of preliminary delegate strength posted on the OES website. The table shows the number of delegates your local will elect, although final delegate strength will be re-calculated before next June's 29th International Convention.

Candidate Accreditation. Accredited candidates for International Union office may obtain access to membership lists and may have literature published in the *Teamster* magazine. A candidate becomes accredited by obtaining petition signatures of at least 2.5% of all IBT members eligible to vote for the office being sought. The minimum signature requirements for accreditation are published at www.ibtvote.org.

Official forms for accreditation petitions are available at www.ibtvote.org/forms (Form 5 and Form 16).

Protests. If you have activity to protest, please file promptly, as the 2016 Rules require. Protests can be submitted using the on-line form available under the "Protests" button at www.ibtvote.org. Protests can also be submitted by email, by fax, or by letter to the OES office. If you are involved in a protest investigation – as the protestor, as someone involved in the reported incident, or as a witness – OES asks for your cooperation so that we may investigate promptly and reach a decision on the facts as soon as possible. Final protest rulings, including a summary of the protest, the investigation, the determination, and any remedy, are posted on www.ibtvote.org as they issue.

Contact the OES to get more information about any aspect of the election procedures.

Richard W. Mark
Election Supervisor

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(844) IBT-VOTE (Toll Free)
(202) 774-5526 (F)

electionsupervisor@ibtvote.org

WWW.IBTVOTE.ORG

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[2]Deductible Savings Benefit is not available in all states. New York drivers must pay a state-required minimum deductible before using this benefit.

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TEAMSTERS ENDORSE BILL TO PROTECT PENSIONS

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

AUGUST/SEPTEMBER 2015

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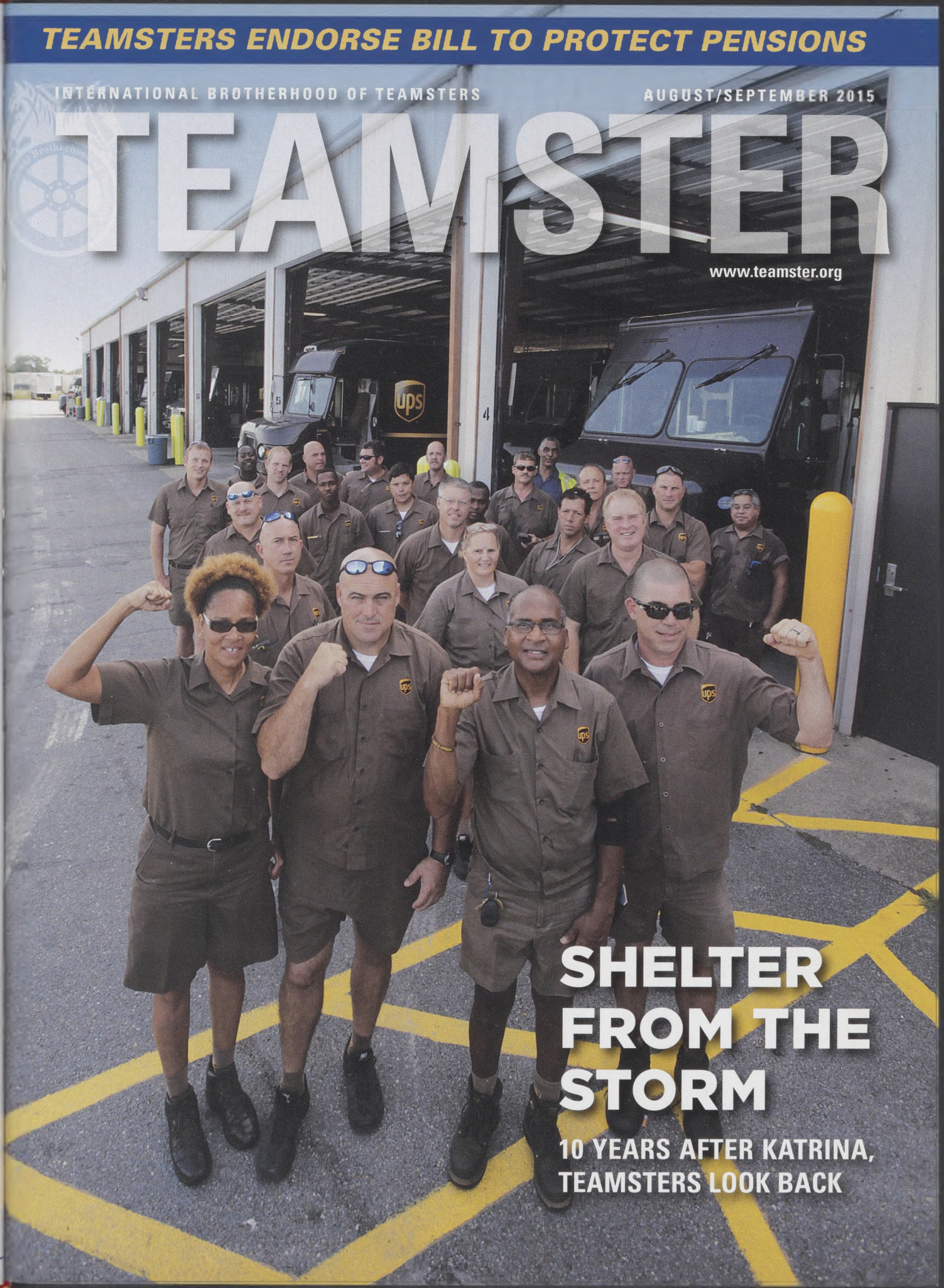

SHELTER FROM THE STORM

10 YEARS AFTER KATRINA, TEAMSTERS LOOK BACK

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GETTING AMERICA BACK ON TRACK

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

The American economy is not working. This is not news for millions of U.S. families who have increasingly strained under a system that brings most of its gains to the nation's top earners. But finding a way to counter it has been much more challenging.

As the Teamsters have stated repeatedly, there needs to be a commitment to boost and expand America's middle class, which is the lifeblood of our country. But that alone will not fuel a national renaissance that will raise up a majority of people. There needs to be a buy-in from the business community that puts long-term economic health before short-term profits.

The Roosevelt Institute, of which I am a board member, recently released a detailed blueprint called "Rewriting the Rules of the American Economy" authored by its renowned chief economist Joseph Stiglitz in an effort to tame income inequality. To put this nation back on track, the document makes clear that the U.S. must rethink the economic assumptions it's made during the past 35 years.

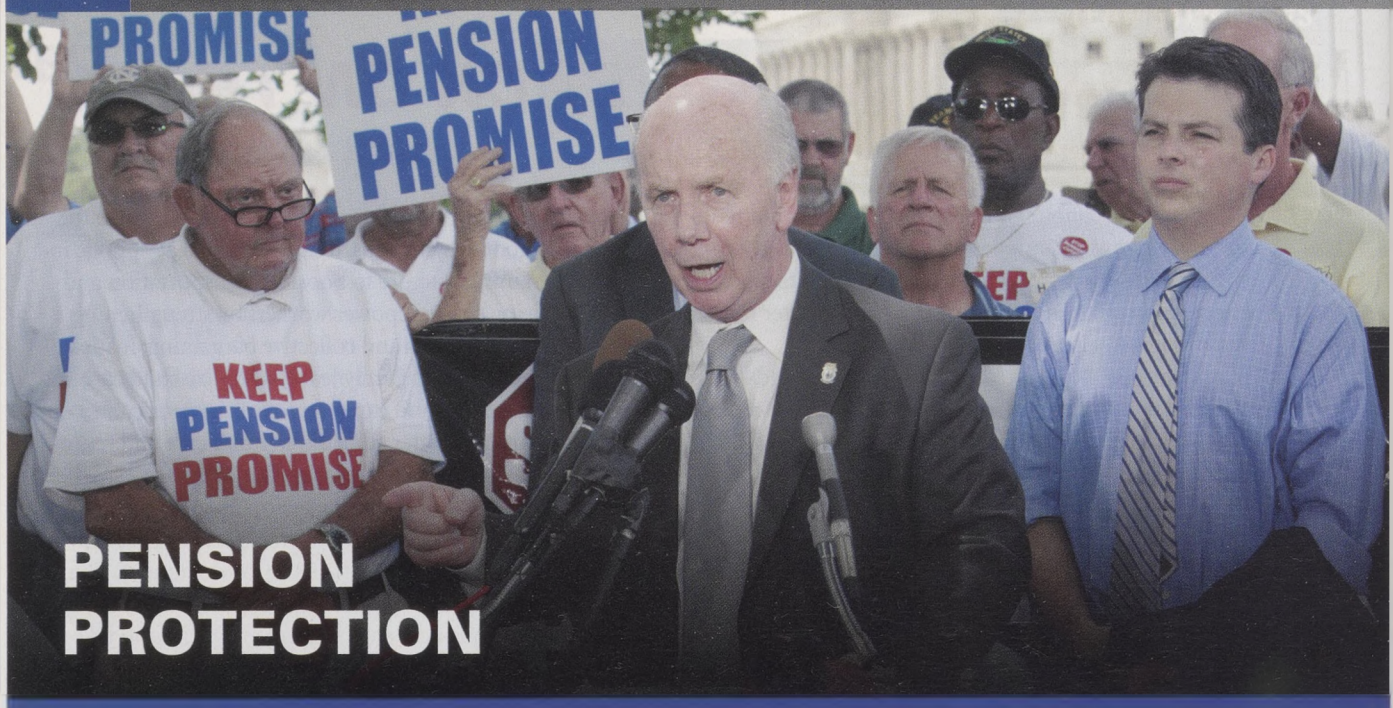
Given the economy's size and complexity, our problems cannot be solved by tinkering around the edges. Instead, a total revamp is necessary, one that both—as the report says—grows the middle class while reining in the runaway excess of the business class.

The paper says that if this country wants to expand the amount of good-paying jobs, it needs to: increase public investment in infrastructure to boost its transportation and manufacturing base; empower workers by strengthening unions, labor standards and collective bargaining; institute universal paid sick and family leave, subsidize child care and promote pay equity; and expand economic security and opportunity through better education, health care and retirement benefits. All of these are issues the Teamsters have been active in promoting and pursuing for years.

Improving the outcomes for workers, however, is only half of the equation, as Stiglitz explains in the document. The U.S. also needs to curb runaway economic policies that allow the nation's largest business and banking institutions to take in soaring profits at the expense of the public.

This nation needs systematic change. It is time for more lawmakers to declare their independence from big banks and corporate cronies who bend their ears and fill their campaign coffers with cash. Their constituents deserve to have members of Congress who hear their concerns and institute policies to make change happen.

James P. Hoffa



PENSION PROTECTION

Teamsters Endorse Bill to Strengthen Multi-Employer Plans and Safeguard Pensions

The Teamsters Union recently issued its support for new legislation that will protect earned pension benefits for retirees and boost multi-employer pension plans for workers and participating employers.

The "Keep our Pension Promises Act," sponsored by Sen. Bernie Sanders (I-Vt.) and Rep. Marcy Kaptur (D-Ohio), will roll back provisions slipped into the fiscal 2015 spending bill approved by Congress last year that made earned pensions benefits vulnerable to cuts.

The measure would restore anti-cutback rules so that recipients in financially troubled multi-employer pension plans will be protected from having their benefits cut.

In addition, the legislation creates a legacy fund within the federal pension insurance program, the Pension Benefit Guaranty Corporation (PBGC), to help insure that participants from companies that have abandoned the pension system will continue to receive the benefits they have earned and depend upon. The cost to cover these retirees and workers will be covered by closing tax loopholes used by the very wealthy.

"Retirees and workers who have played by the rules should receive the benefits they were promised," said Teamsters General President Jim Hoffa. "The Teamsters thank Sen. Sanders and Rep. Kaptur for taking steps to ensure the government repairs some of the damage done by big banks to these retirement plans."

Speaking in support of the bill at a Capitol Hill press conference, International Vice President John Murphy said it's about time elected officials came to the aid of working people instead of corporations.

"Government actions like deregulation, bad trade deals and bailing out the big banks have all played a role in the pension crisis," Murphy said. "The solutions to the problem should not rest on workers who have worked hard for their pensions."

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FAILED MERGER BID FOSTERS WORKER SOLIDARITY

Teamsters to US Foods, Sysco: Restore Labor Relations, Customer Confidence

Following the recent announcement that Sysco terminated its merger agreement with US Foods, the Teamsters Union cited the decision as a critical step toward restoring labor relations and renewing customer confidence at the two companies.

Teamsters represent 8,000 Sysco and 4,000 US Foods members under approximately 100 collective bargaining agreements. The union represents thousands more workers at competitors including Reinhart, Food Services of America, and Performance Foods Group, the proposed divestiture buyer poised to pick up 11 US Foods facilities had the deal been consummated.

"As Sysco and US Foods move forward, we remain committed to a meaningful dialogue about the future health and prosperity of these companies," said Teamsters General President Jim Hoffa. "We believe they'll now see the value in that conversation."

The Federal Trade Commission (FTC) filed suit to block the deal in February, saying a merger between the top two companies in the industry would raise prices for consumers who eat meals away from home.

"Our members understood from day one that workers, customers and everyday consumers would pay a heavy price if the top two companies in the industry merged," Hoffa said. "We believe the Federal Trade Commission and the DC Federal District Court got this right."

Sysco claimed a merger with US Foods would create $600 million in savings in the first three to four years through consolidation of its distribution systems, creating widespread concern about job security and building solidarity among Sysco and US Foods workers. Teamsters Warehouse Division Director Steve Vairma cautioned members that despite the failed merger, there will be challenges ahead as the companies refine their plans.

"The deal between Sysco and US Foods is severed," Vairma said, "But the bond it created between men and women who work in this industry can't be broken."

Ken Hall Appointed to Key OPM Advisory Board Post

General Secretary-Treasurer to Serve on Multi-State Plan Program Advisory Board

General Secretary-Treasurer Ken Hall was recently appointed as a member of the U.S. Office of Personnel Management's (OPM) Multi-State Plan Program Advisory Board where he will serve as the sole representative from the labor movement.

The OPM is working to offer more than 200 Multi-State Plan (MSP) options in 36 states and the District of Columbia, on the Health Insurance Marketplace. MSP coverage is high-quality health insurance backed by the OPM. The MSP program was created by the Affordable Care Act to drive competition. MSP options ensure that Americans have access to high-quality health insurance plans with reliable benefits.

"It is a great honor to serve on the board and offer our union's insight on health insurance matters," Hall said. "I look forward to being a voice for working families and helping our country formulate policies that help American workers."

The purpose of the MSP Program Advisory Board is to exchange information, ideas and recommendations regarding the administration of the program, including plan design, branding, network adequacy and other topics.

VICTORY AT EDGEWOOD CENTER

San Francisco Nonprofit Workers Unite for Improved Conditions, Client Care

After a hard-fought 11-month campaign, direct care staff at Edgewood Center for Children and Families in San Francisco got the news they had been waiting for—they are officially Teamsters.

"I'm really excited to move forward with the Teamsters and have representation. We have gotten so much support already," said Ashley Nims, a residential counselor.

Nims is among the 150 residential counselors and direct care staff who work with some of the most emotionally challenged children in the Bay Area. Staff work up to 16-hour days with no overtime, unaffordable health care options and wages that don't keep up with the cost of living in one of the most expensive cities in the country.

In June 2014, workers at the nonprofit facility began the process of forming a union with Local 856 in San Bruno, Calif., in an effort to stem the agency's notoriously high turnover rate and bring benefits and wages on par with comparable nonprofits in San Francisco. They were met with strong resistance.

Edgewood, which receives much of its funding from public sources, mounted an aggressive anti-worker campaign. The center hired anti-union lawyers and held captive audience meetings. When workers started seeing improvements, they were smart enough to know that they'd be short-lived and were a result of the organizing effort.

Edgewood's conduct in an October 2014 election resulted in a National Labor Relations Board investigation. Edgewood agreed to a settlement and the workers won a new election, voting to join the Teamsters in May.

"Our union will continue to stand with these workers and we look forward to negotiating a strong contract that brings dignity and respect to their work," said Peter Finn, Secretary-Treasurer of Local 856.

Optimistic Outlook

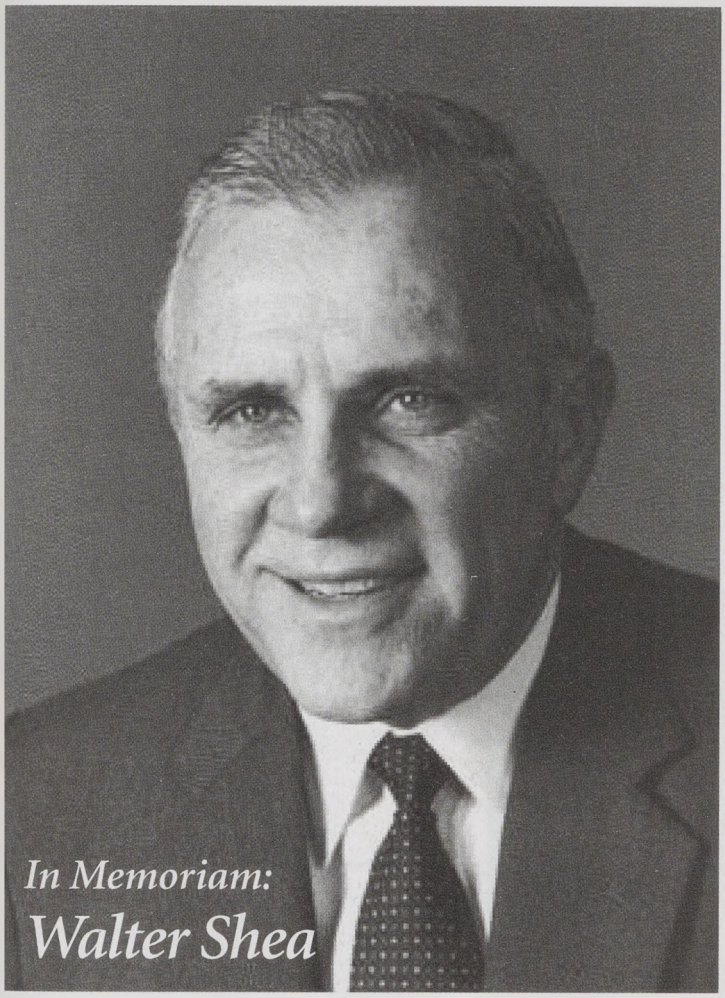
Michael Shih has worked at Edgewood since 2009, and since then the residential counselor has witnessed a "parade of trusted adults marched through the door." Shih united with his co-workers to end the constant turnover of counselors who leave due to poor pay, no overtime and no transparency or say in their workplace.

"We have a far more optimistic outlook now. It was rewarding and a huge relief, even from day one, to enjoy the protections of having a union step in on unfair terminations," Shih said.

"When line staff has a process to talk about working conditions free from fear of retaliation, clients benefit," said Rudy Gonzales, Local 856 Vice President.

Many of the clients are children who come from foster care and have had multiple placements, and who need a steady and caring presence.

"I want to see an environment with the best outcome for the kids and my co-workers," said Stephanie Lay, who also works at Edgewood. "The Teamsters bring a supportive, inclusive environment that cares about what is happening here."



In Memoriam: Walter Shea

The International Brotherhood of Teamsters is saddened to announce the passing of Walter Shea, a longtime Teamster leader and former International Vice President.

Shea was born on Nov. 30, 1929, in Brooklyn, New York. Before going to work for the Teamsters Union, he achieved the rank of lieutenant in the U.S. Air Force. He was married in 1952 and had six children and a dozen grandchildren.

Shea began his Teamster career in 1957. He started out with the Research Department of the Eastern Conference of Teamsters. He was named Assistant Director of the Eastern Conference in 1960. He chaired National Automobile Transporters negotiations and served on National Master Freight Agreement negotiating committees. He also served as the Secretary-Treasurer of the AFL-CIO's Transportation Trades Department.

Shea had a rich life within the union and kept busy with political appointments. He was not only an International Vice President from 1982 to 1992, he served as an Executive Assistant to four General Presidents of the Teamsters Union. He was also a candidate for Teamsters General President in 1991.

In 1982, Shea was appointed by President Ronald Reagan as a member of the Presidential Commission on Drunk Driving, and in 1986 to serve on the Panama Canal Commission. He was also an official government observer of elections in El Salvador.

Supervalu Teamsters Approve Contract

Warehouse Workers Ratify Agreement Improving Pay, Benefits, Scheduling

Local 120 warehouse members who work at Supervalu's distribution facility in Hopkins, Minn., voted by an overwhelming 8-1 margin recently to ratify a strong three-year contract. The 723 warehouse workers will see improved wages and working conditions, among other gains.

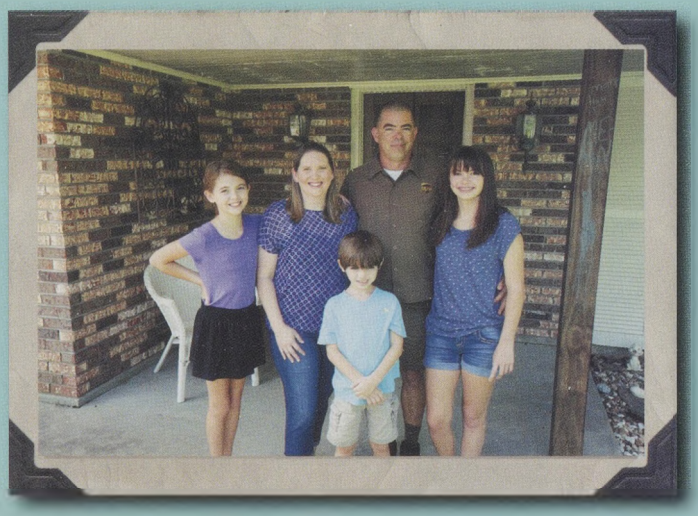
"This is a good contract. We did what we needed to do as a committee, developed a strategy with the International Union and our Local 120, and it worked out great," said Mike Irrgang, a 23-year Supervalu employee, chief shop steward and 42-year Teamster.

"The members made this happen. It was all about them showing unity, sticking together and staying focused on getting a good contract," said Tom Erickson, President of Local 120. "Kudos to the International Union for their assistance and to the members for their solidarity."

"Congratulations to Local 120 and the committee for their hard work in reaching a strong agreement," said Steve Vairma, Director of the Teamsters Warehouse Division.

The contract includes wage increases in every year of the agreement, protection of benefits and improved scheduling procedures. The agreement will also lead to new full-time jobs.

The tentative agreement was reached after extensive negotiation sessions.



10 YEARS AFTER KATRINA, TEAMSTERS LOOK BACK

Following Hurricane Katrina, thousands of uprooted Teamsters living in the Gulf Coast region were left picking up the pieces. Many lost everything—their homes, cars, valuables...lives, in some cases. Yet somehow, amidst the ruins, the people of the Gulf Coast found hope, strength and solidarity.

Bobby Mauffray has come a long way since he last appeared in the pages of Teamster magazine.

"It's hard to believe it's been 10 years," said Mauffray, looking at the image of his daughter Emma on the cover from 2005. "I can't believe it's been a decade. The girls were so young."

Mauffray flips through the magazine and spots a picture of his wife, Marla, holding their oldest daughter, Ryann, on the concrete slab where their home once stood. A decade later, it is a solemn reminder of the family's strength.

"The entire street was wiped out by the storm surge," said Mauffray during a recent visit to the family's former beachfront neighborhood in Long Beach, Miss. He holds up the magazine to make sure he is at the right spot on Markham Drive, now a stretch of empty lots where he and his neighbors' homes once stood.

Not far down the road, but far enough from the water, the Mauffray's new home is full of life and lots of toys. It also comes with an extra bedroom.

Not long after moving into the new house, Ryann and Emma learned a new brother would be filling the room. Emma suggested they name him Markham.

Back at the house, 7-year-old Markham brings added life to a new home full of photographs from before and after the storm. The ones that survived Katrina are the most precious to Marla, who lost her and Bobby's wedding album and "too many family baby photos."

From the comforts of his living room sofa, Mauffray feels he can finally reflect on the last 10 years with a sense of gratitude for his life now, saying there is no way to express how fortunate he feels to have a "good-paying, union-backed job" at UPS.

"It's doubtful I could have weathered the storm's aftermath. Between the insurance and all the expenses to rebuild, I can't even imagine," he said.

Hell and High Water

In New Orleans, about two-thirds of Local 270's 3,000 members were displaced by Hurricane Katrina. Teamsters were scattered across the United States, some with relatives, others in motels or temporary shelters. Located just above the French Quarter, Local 270's offices were consumed by the flooding of New Orleans' breached levees.

After visiting with displaced members in Mississippi and Louisiana, General President Jim Hoffa and General Secretary-Treasurer Ken Hall (who, at the time, was Director of the Package Division) made it their mission to get displaced members back to work.

"Our priority from the very beginning was getting members back on their feet and back to work. The most important part in rebuilding a community after a disaster like Katrina is helping people lift themselves up, regain their identity, their respect." Hoffa said.

As locals and Joint Councils dispatched the union's own tractor-trailer trucks full of supplies and medical aid, Hoffa and Hall worked to ensure displaced members could return to work.

"Bobby Mauffray's oldest girl pulled on Jim Hoffa's pant leg and pointed to one of the corners of the slab where their home used to be and said, 'My room used to be right there. It was a really great room.' Jim turned to me and said 'We've got to go, I have to raise these people some money,'" said W.C. Smith, President of Local 891 and Secretary-Treasurer of Joint Council 87, both in Jackson, Miss. "He rolled up sleeves and got to work, somewhere around $2-3 million raised in total."

"I wanted to do something for our members and getting them the right to transfer to other locations so that they could continue to earn a paycheck was something I felt was so important. It helped financially and it helped people keep their dignity," Hall said.

Drivers at Local 270's two largest employers, UPS and ABF, agreed to the Teamsters' request and displaced members returned to work immediately.

"The day after I called the ABF terminal in Baton Rouge I was back to work," said Matthew Shropshire, a driver at ABF for more than 30 years. "It was a blessing."

In the months following the hurricane, Tim McCall, Director of Organizing for the Brotherhood of Maintenance of Way Employes Division (BMWED), was a very busy man. More than 500 BMWED mem-

bers and their families were affected by the storm and McCall was given the daunting task of coordinating aid for them.

An initial ground team comprised of BMWED officers and staff, members and retirees, was promptly assembled and dispatched to the region. Their objectives were to locate every member, assist them in communicating with loved ones and employers, assure that each one had found adequate temporary shelter, quickly distribute BMWED emergency aid to qualifying members, and help those in need with their applications for Teamsters Disaster Relief Fund, American Red Cross and FEMA funds.

"The resilience and solidarity of the BMWED family following Hurricane Katrina is a testament to our strength as a union. It's still hard to believe the devastation many of our members endured. Their ability to rebound and rebuild has been incredible," said Freddie Simpson, BMWED President and International Vice President.

We Are Grateful

Mauffray's UPS coworker Terry Bang also suffered the loss of his Mississippi home in the wake of Hurricane Katrina.

A steward at the time, Bang was more concerned about members like Mauffray in Long Beach. A child of Hurricane Camille, Bang and his wife, Michele, had bought their home away from the water to stay safe from the surge waters in the event of a hurricane. A spawn tornado, however, he had not expected.

"You can outrun the water but you can't outrun the wind," Bang said. "The entire house was shaking and windows were exploding. Then the bricks started getting sucked up and we became hysterical."

The Bangs squeezed into the small, windowless bathroom as the funnel made its way through the house.

"My son and daughter were home from college at the time, so there were four grown adults in there, as well as a hamster we were babysitting for our young nephew that I was not about to let die on my watch," said Michele, laughing. "Terry and the kids were sitting on the garbage bags while I sat on the commode with a hamster in my lap."

"It was a lot of stress," said Bang of the years that followed. "We were in a FEMA camper for 18 months and we've had to redo the inside of the house twice now because of bad Chinese drywall. And then there's the high insurance.

"My union is one of the few things that has helped," said Bang, crediting the Teamsters for allowing him to live the American dream, noting he wouldn't have been able to own a home in the first place if not for the union's strong representation of UPS workers.

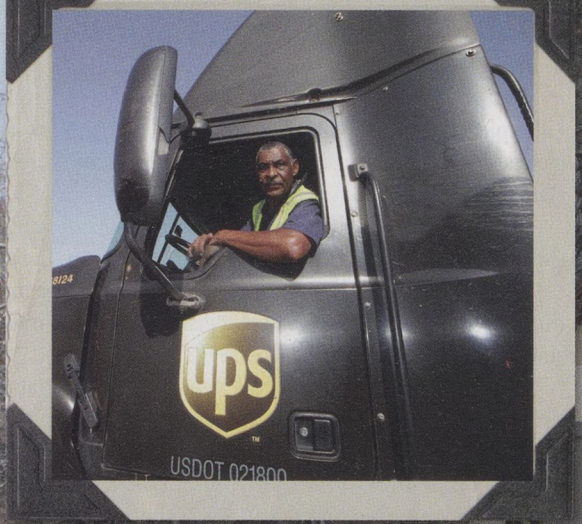
"The Teamsters' commitment to members knows no bounds. I knew they'd come here after Katrina hit," said Bang of the union's relief efforts. "But to see what they did was above and beyond anything I could have ever expected. What they have done for the people of this community is incredible."

The Teamsters Disaster Relief Fund is a charitable 501(c)(3) developed in 1991 to assist Teamster members who have suffered a loss from a disaster. The fund receives donations from local unions and their members.

For more information, or to make a donation, visit http://ibt.io/tdrfund.

Welcome to
Harrah's Gulf Coast

MARKHAM DR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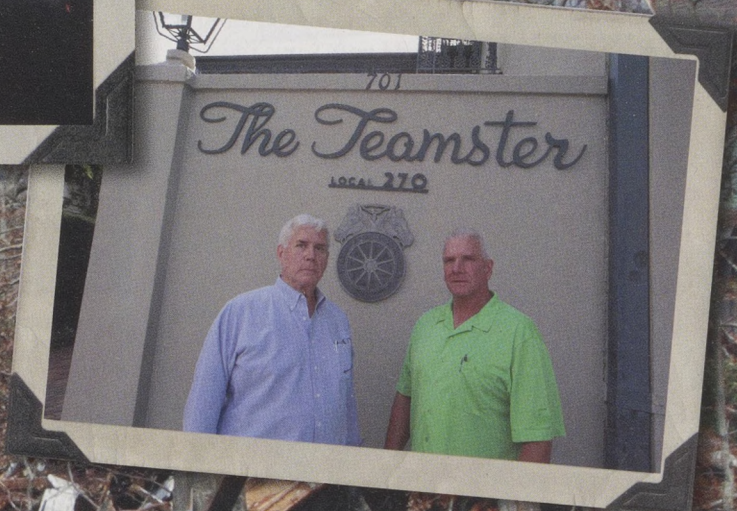
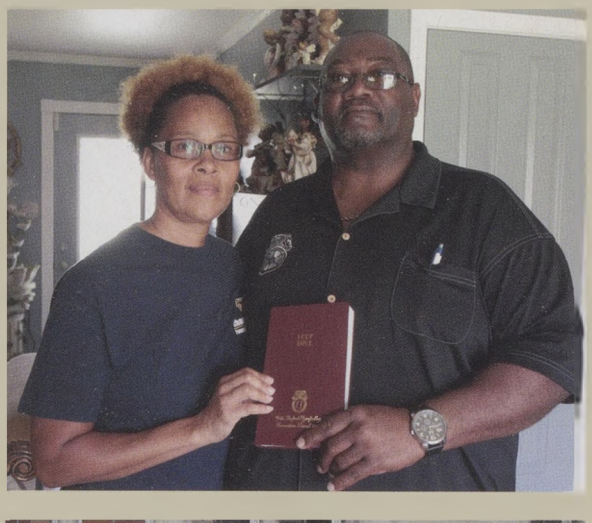

The Teamster
LOCAL 270

FOOTBALL

Luvs
Diapers



Teamsters Helping Teamsters

In response to the devastation, Teamsters from across the country showed their support, volunteering their time and sending money to members in need.

As labor's liaison to the American Red Cross, Teamster Roy Gillespie played a pivotal role in the relief efforts. Tasked with logistics for all incoming aid and supplies, Gillespie witnessed Teamster solidarity every day.

"The role of the labor movement during Katrina cannot be overstated," Gillespie said of the work done by unions in the aftermath.

For Gillespie, there was no day more telling of the union's role during Katrina than the day Hoffa visited members in the affected states immediately after the storm.

"It was almost impossible to get into the city at that point in time, but there was our General President rallying members and handing out $500 debit cards from our Disaster Relief Fund," Gillespie said. "It was a beautiful thing."

Gillespie said the work done by International Representative Bill Moore and W.C. Smith were most critical to the Teamsters relief efforts, noting that Smith "knew just about everybody down there."

"Whatever we needed, W.C. made it happen and Bill Moore was constantly on the ground, going neighborhood to neighborhood in his own truck to deliver to those in need," Gillespie said.

"The devastation was unbelievable, block after block of ruins, whole condo parks wiped out," Moore said. "I thought I was tough and I thought the Teamsters with me were tough-skinned. But meeting these members and their families who were left with nothing choked us all up."

"There was an incredible show of solidarity from Teamsters in the aftermath of Hurricane Katrina," said Antonio Christian, head of the Teamsters Disaster Relief Fund. "Truckloads of needed supplies traveled from all over the country to assist our brothers and sisters in need."

"By the time we left, it felt like everyone knew the Teamster name," Gillespie said. "The Teamsters are very popular in New Orleans now."

The Teamster Family

When Dina Benoit realized the storm was coming, her priority was family members—both blood and union.

While most of the state was without power, Benoit had been prepared, purchasing several generators and extension cords to share power with her neighbors.

"President Smith was working nonstop after the hurricane hit to help members who'd been hit," Benoit said. "I did everything I could to help him in the recovery."

Benoit stayed in constant contact with Local 891 to help with communications and aid to members.

"We are lucky to have such caring members in our local," Smith said. "But it's not surprising. Being involved and helping people in need is what being a Teamster has always been about."

Due to her knowledge on the ground, Benoit was able to assist Smith with contingency plans.

"I would do anything for my family. And that includes my Teamster family," the 22-year Teamster said of her efforts following Hurricane Katrina.

In the months and years that followed, Benoit continued to play an active role, helping with fundraisers and attending conventions.

As she reflects on the past decade, she is upbeat as usual. "I used to say that we are not where we want to be, but we are not where we used to be. Today I think it's safe to say, we're all where we want to be."

Brothers in Arms

When Local 270 member Alex Kalo learned that the Teamsters had arranged for UPS to employ displaced members across the country, he felt like a weight had been lifted.

"At first it wasn't that bad," Kalo said of the beginning of the hurricane. "We thought we were going to be okay. We had dodged a bullet. But then the levees broke."

Thirsty and tired, Kalo spent most of the chaotic week on a neighbor's roof avoiding the flooding, fearing each gunshot and hoping to be rescued.

When Kalo joined his family in Nashville, Tenn., he had a difficult time being out of work, not to mention all the stress from his experiences in New Orleans.

"It was like this weight constantly hanging over you," Kalo said. "Being able to work again brought me sanity. It was the only thing that made me feel normal."

Kalo becomes emotional when speaking of his union brothers and sisters in Nashville, especially his steward.

"I showed up one morning and everyone was outside waiting for me. I said, 'What's everybody doing here?' and that's when I saw the car. My steward had asked everyone to throw in money to buy me a car. I couldn't believe it. Thinking about it still brings me to tears," Kalo said.

Inspired by his former steward's leadership, Kalo returned to New Orleans and became a steward himself. As a Local 270 steward at UPS, he now helps members in New Orleans when they need their spirits lifted.

"I'll go to the end of the world and back for these guys," Kalo said. "Sometimes management asks me why I do all that I do, and I just say 'Because someone once did it for me.'"

Back to 3,000

For Local 270 President David Negrotto, words cannot express the devastation. It's simply "indescribable."

"It looked like the apocalypse. We've come a long way," said Jim Nolan during a recent visit to his former office to discuss Local 270's response after Hurricane Katrina.

"The first call I got at home once the electricity came back on was Jim Hoffa telling me that people were coming down to help," Nolan said.

After Nolan retired in 2006, Negrotto took the reigns as President of Local 270 and found himself with an impossible task. In the aftermath of Hurricane Katrina, up to 100,000 people never returned to New Orleans after the evacuation, including 1,500 members of Local 270.

"We still don't know where everybody went," Negrotto said. "With so many people displaced and so much devastation, it's impossible to know. I just hope they made it out."

As New Orleans began to bounce back, so did Local 270, organizing new members like never before.

"We have been through so much and we have worked so hard to get to this point," Negrotto said. "Thanks to the hotel, school bus and pipeline construction, we were able to rebuild."

Today, Local 270 is back to 3,000 members.

Teamsters Bring Christmas to Gulfport

In December 2005, members of Local 63 in Covina, Calif., took a Teamster truck to Gulfport, Miss. filled with presents wrapped and donated by Local 63 members—and brought smiles to the faces of countless children and their Teamster parents.

Members from Locals 891 and 63 worked together to bring Christmas to Gulfport, said Dina Benoit, who put together a list of Teamster children who had been affected. A list specifying each child's name, age and gender was sent to Local 63 so that members could individualize each gift.

Making his third trip to the Gulf in less than three months, Local 63 member Robert Turner said the scene was as heartwarming as it was heartbreaking, noting the appreciation of children and their families.

The gratitude experienced by Local 891 members devastated by Katrina is still felt to this day.

"It warmed your heart," said Bang, who helped distribute gifts. "All the bikes and toys they brought down lifted my spirits more than anything else at that time. It was all so thoughtful, from the personalized, hand-wrapped gifts all the way to the member who drove down dressed as Santa."

"It was a no brainer," said Local 63 Secretary-Treasurer and International Vice President Randy Cammack of his local's 3,000-mile holiday delivery. "Our members were going to do whatever we could to make sure these kids did not miss Christmas."

For more stories and photos, visit teamster.org

FINE print

TEAMSTER MAGAZINE—ABOUT, FOR AND PRINTED BY TEAMSTERS

Several times a year, the Teamster magazine arrives in every member's mailbox. It has been a staple of being a Teamster member since the union was founded in 1903. In fact, General President Dan Tobin would always have a column in the magazine (he was president for 45 years), just as General President Jim Hoffa does today.

"Our magazine is the primary means of direct communication we have with our members," Hoffa said. "My father, James R. Hoffa, also made it a point to contribute a column. Through the years, of course, we have developed additional means of communicating with members, especially in the last five, when the web and Facebook have connected us and member-to-member communication is working at an outstanding pace. Yet, the magazine remains our main method of communication."

Recently, the printing operation of the magazine was awarded to a company near Milwaukee, the Arandell Corporation. Arandell employs hundreds of employees at their facility, many of whom are members of the IBT's Graphic Communications Conference Local 577m.

"The central location of the printer means that the mailing process is more efficient, too, since mail deposited in the center of the U.S. more easily travels to the East and West Coasts," said Ken Hall, General Secretary-Treasurer. "We were fortunate to find a union printer, too, that can handle our large print run."

The Teamster magazine is by far the largest and oldest union publication currently being printed by any labor union in the U.S.

Employees Dedicated To Quality

The dedicated employees of Arandell shepherd the magazine through the lengthy printing process, which includes checking for color, print quality, paper quality and the binding.

Mike Smith, an employee in the pre-press department, has had 16-years of experience, training his eye on countless publications that now include the Teamster magazine.

"I take pride in what we do," Smith said.

Because the Teamster magazine includes many images of members at rallies, meetings, organizing drives and more, there is a high degree of care that goes into the review of each and every photograph.

Once the print files are uploaded to the presses, the images are checked again by press room staff, including Aaron Strebe, an assistant supervisor who has been a union member at Arandell for 27 years.

"Seeing our magazine on the press is a nice change of pace," Strebe said. "A bonus for us is that we get to read it ahead of time. I am very pleased to be working on the Teamster magazine in our shop."

Huge rolls of paper, some weighing 4,000 pounds apiece, are utilized in the printing process. Henry Greer, a union member for the past 22 years, is one of the employees who feeds paper into the giant presses required for the magazine production.

"It is great to see our magazine printed at our shop – a union shop!" Greer said.

The printing of the magazine takes a few days and then the process of binding (cutting the magazine into pages and putting it together) begins. There are a dozen or more machines all working at once that are synchronized to achieve maximum output. Working in this area is Gei Rud, a six-year Teamster.

"I was surprised to see the Teamster magazine come into the shop. It is beautiful!" she said.

Prior to working at Arandell, Rud had no previous experience in the printing industry. Other union members helped train her and now she is an assistant operator in this section.

After being printed and cut into pages and stapled together, the magazines are bound in bundles and packaged in lots for postal shipping. Overseeing this work is Ron Santora, a five-year Teamster who works to make sure that the process with labeling the stacks of magazines is correct. His work helps to save the union thousands of dollars in postal expenses.

"I was glad to see the magazine being produced here. It's a big job and in order to get it out to members in a timely way we had the postage process working on multiple machines which only took us about 4-5 days to complete, then it went into the mail," Santora said.

Union Spirit Motivates Printer

The improved quality of the printing of the magazine is all due to the dedication of the union employees, Teamsters with the Graphic Communications Conference at Arandell.

"We have some dedicated members who are so pleased to be part of the Teamster magazine publishing experience at Arandell," said George Tedeschi, President of the Graphic Communications Conference. "Through their experience on the job and pride in being Teamster members, they are ensuring that the Teamster magazine will continue to be not only the largest, and longest-running union publication in America, but also the best."

"We collaborate here," Strebe said. "Every job here is an apprenticeship and I have learned a lot over the years."

Strebe, like all the other GCC members at Arandell, remarked about how proud they were to see the Teamster magazine delivered to their homes, knowing that they were responsible for its printing.

You could say that a special spirit runs through the Arandell Printing facility. Some might call it a solid work ethic, but it's more than that. It's a unique drive that the union employees have—part of being a Teamster member—learning from one another and making sure that the job is well done.

Union's Net Assets, Strike and Defense Fund Continue to Grow

The International Brotherhood of Teamsters is growing. We are organizing new members, negotiating strong contracts and providing assistance to our affiliates and members in the administration of the collective bargaining process.

All this has been made possible by building on our union's financial strength. In my four years as General Secretary-Treasurer, I have seen firsthand the lengths the union undergoes to be the fiduciary stewards of your membership dues.

Recently, the Teamsters reached an agreement with the government to lift the consent decree that we have had to operate under for over 25 years. Of course, we also had to absorb the costs associated with the consent decree. This is not only an acknowledgement that we have run a clean union, but it frees up our finances. Under the new agreement, the union is free from costly government supervision. The money we save will allow us to spend more on organizing and representation.

Having a strong treasury is truly important. With resources, we can take on the bigger fights, the powerful employers and the anti-worker politicians.

Our strike fund also allows us to take on bigger fights and more powerful employers, but it wasn't always that way. In the early 90s, before Jim Hoffa and Tom Keegel took office, our union's strike fund was broke.

I'm proud to report that, currently, we have more than $137 million in our strike fund. That's up $17.6 million from just last year. A strong Strike and Defense Fund that is used to defend the collective bargaining process benefits everyone in the union.

In fact through May 2015, the total assets in the General Fund and the Strike and Defense Fund exceed $217 million, up $34.2 million from last year. When Jim Hoffa took office in 1999, the union had net assets of only $8.6 million.

Thanks to the diversity of our membership, the economic crisis continues to have a lesser impact on the International Brotherhood of Teamsters than other unions. We have benefited from the strength attained through the financial growth resulting from the actions taken at the 2002 Special Convention.

Organizing and bargaining good contracts continue to be top priorities of the Teamsters Union. All this has been made possible by building on our union's financial strength.

Ken Hall

Ken Hall
General Secretary-Treasurer

Novak Francella LLC
CERTIFIED PUBLIC ACCOUNTANTS

INDEPENDENT AUDITOR'S REPORT

Members of the General Executive Board of the
International Brotherhood of Teamsters

We have audited the accompanying consolidated financial statements of the International Brotherhood of Teamsters (the International Union), which comprise the consolidated statement of financial position as of December 31, 2014, and the related consolidated statements of activities and cash flows for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the International Union's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate under the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the International Union's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the International Brotherhood of Teamsters as of December 31, 2014, and the changes in its net assets and cash flows for the year then ended, in conformity with accounting principles generally accepted in the United States of America.

Novak Francella LLC

Bala Cynwyd, Pennsylvania
June 11, 2015

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International Brotherhood of Teamsters CONSOLIDATED STATEMENT OF FINANCIAL POSITION

DECEMBER 31, 2014

	General Fund	Strike and Defense Fund	Hoffa Scholarship Fund	Teamster Disaster Relief Fund	Supplemental Benefits Trust	Total
ASSETS						
Cash and cash equivalents	$ 40,615,013	$ 4,607,888	$779,608	$500,283	$1,429,064	$47,931,856
Receivables, net						
Trade	19,922,905	67,000	-	-	376,145	20,366,050
Grants and contributions	531,270	-	48,528	-	-	579,798
Accrued investment income	6,722	-	-	-	-	6,722
Due from/(to) related entities	665,596	(43,614)	-	-	(196,000)	425,982
Other	334,440	-	-	-	-	334,440
Inventories	322,686	-	-	-	-	322,686
Prepaid expenses	826,070	-	34,000	-	-	860,070
Investments						
First Trust notes - affiliates	593,439	-	-	-	-	593,439
Other	24,753,753	125,284,479	15,050,824	-	6,804,330	171,893,386
Security deposits and other	247,725	-	27,084	-	7,500	282,309
Property and equipment, net	37,795,794	-	-	-	-	37,795,794
Total assets	$126,615,413	$129,915,753	$15,940,044	$500,283	$8,421,039	$281,392,532
LIABILITIES AND NET ASSETS						
Liabilities						
Accounts payable and accrued expenses	$ 25,684,269	$2,469,191	$663,752	$ -	$39,810	$28,857,022
Loans payable	4,623,714	-	-	-	-	4,623,714
Unexpended scholarship awards	-	-	313,500	-	-	313,500
Accrued pension cost	20,608,063	-	-	-	-	20,608,063
Accrued postretirement benefits cost	794,396	-	-	-	-	794,396
Total liabilities	51,710,442	2,469,191	977,252	-	39,810	55,196,695
Net assets						
Unrestricted	74,062,994	127,446,562	14,962,792	500,283	8,381,229	225,353,860
Temporarily restricted	841,977	-	-	-	-	841,977
Total net assets	74,904,971	127,446,562	14,962,792	500,283	8,381,229	226,195,837
Total liabilities and net assets	$126,615,413	$129,915,753	$15,940,044	$500,283	$8,421,039	$281,392,532

See accompanying notes to consolidated financial statements.

International Brotherhood of Teamsters CONSOLIDATED STATEMENT OF ACTIVITIES

YEAR ENDED DECEMBER 31, 2014

	General Fund		Strike and Defense Fund	Hoffa Scholarship Fund	Teamster Disaster Relief Fund	Supplemental Benefits Trust	
	Unrestricted	Temporarily Restricted	Unrestricted	Unrestricted	Unrestricted	Unrestricted	Total
REVENUE AND OTHER SUPPORT							
Per capita and initiation fees	$146,805,940	$ -	$20,792,027	$ -	$ -	$ -	$167,597,967
Grants and contributions	3,432,864	-	-	1,115,401	7,669	-	4,555,934
Special fundraising events	-	-	-	1,560,832	-	-	1,560,832
Affinity program	-	-	-	-	-	3,532,452	3,532,452
Investment income, net	1,433,854	-	7,196,892	738,678	-	172,660	9,542,084
Sales of supplies, net	11,257	-	-	-	-	-	11,257
Gain on disposal of property and equipment	4,519	-	-	-	-	-	4,519
Other	88,910	-	-	19,677	-	5,000	113,587
Net assets released from restrictions	41,518	(41,518)	-	-	-	-	-
Total revenue	151,818,862	(41,518)	27,988,919	3,434,588	7,669	3,710,112	186,918,632
EXPENSES							
Program services							
Member services							
Communications, magazine and public relations	9,705,417	-	-	-	-	-	9,705,417
Financial assistance to affiliates	1,120,660	-	-	-	-	-	1,120,660
Industry trade divisions and relations	31,145,918	-	-	-	-	-	31,145,918
Strike and defense	2,392,546	-	10,303,699	-	-	-	12,696,245
Research, education and training	14,507,904	-	-	-	-	421,847	14,929,751
Retiree relations, scholarships and other	234,241	-	-	891,705	-	-	1,125,946
Organizing	18,900,501	-	-	-	-	-	18,900,501
Other	9,073,621	-	-	-	3,500	357,887	9,435,008
Affiliation fees	11,491,279	-	-	-	-	-	11,491,279
Government affairs	11,193,163	-	-	-	-	-	11,193,163
Legal and litigation	6,241,950	-	-	-	-	-	6,241,950
Civil RICO	7,031,729	-	-	-	-	-	7,031,729
Teamster Affiliates Pension Fund	9,000,000	-	-	-	-	-	9,000,000
Teamsters Archive Endowment Fund	-	-	-	-	-	1,000,000	1,000,000
Convention	1,610,599	-	-	-	-	-	1,610,599
Total program services expenses	133,649,528	-	10,303,699	891,705	3,500	1,779,734	146,628,166
Supporting services							
Administration and governance	7,521,568	-	-	89,030	1,370	337,201	7,949,169
Fundraising	-	-	-	691,156	-	-	691,156
Total expenses	141,171,096	-	10,303,699	1,671,891	4,870	2,116,935	155,268,491
CHANGE IN NET ASSETS	10,647,766	(41,518)	17,685,220	1,762,697	2,799	1,593,177	31,650,141
NET ASSETS							
Beginning of year	60,306,304	883,495	109,761,342	13,200,095	497,484	6,788,052	191,436,772
Other comprehensive income	3,108,924	-	-	-	-	-	3,108,924
End of year	$74,062,994	$841,977	$127,446,562	$14,962,792	$500,283	$8,381,229	$226,195,837

See accompanying notes to consolidated financial statements.

International Brotherhood of Teamsters CONSOLIDATED STATEMENT OF CASH FLOWS

YEAR ENDED DECEMBER 31, 2014

	General Fund	Strike and Defense Fund	Hoffa Scholarship Fund	Teamster Disaster Relief Fund	Supplemental Benefits Trust	Total
CASH FLOWS PROVIDED BY (USED FOR) OPERATING ACTIVITIES						
Cash received from						
Affiliated conferences, joint councils and local unions	$ 147,488,713	$20,845,901	$ -	$ -	$ -	$168,334,614
Investment income	886,228	4,771,848	527,997	-	87,431	6,273,504
Other revenue and reimbursements	3,824,875	120,461	2,662,708	7,669	3,395,704	10,011,417
Net cash received	152,199,816	25,738,210	3,190,705	7,669	3,483,135	184,619,535
Cash disbursed to						
Service providers, suppliers, vendors and others	(128,513,344)	(8,712,893)	(1,374,832)	(4,870)	(2,253,507)	(140,859,446)
Other labor organizations	(3,025,939)	-	-	-	-	(3,025,939)
Affiliated conferences, joint councils and local unions	(9,555,997)	-	-	-	-	(9,555,997)
Members for benefits under Strike Benefit Assistance Program	-	(2,126,012)	-	-	-	(2,126,012)
Net cash disbursed	(141,095,280)	(10,838,905)	(1,374,832)	(4,870)	(2,253,507)	(155,567,394)
Net cash provided by (used for) operating activities	11,104,536	14,899,305	1,815,873	2,799	1,229,628	29,052,141
CASH FLOWS PROVIDED BY (USED FOR) INVESTING ACTIVITIES						
Proceeds from sale or redemption of investments	5,216	7,000,000	2,598,554	-	1,325,301	10,929,071
Purchase of investments	(844,967)	(23,769,986)	(4,145,385)	-	(2,517,016)	(31,277,354)
Purchase of fixed assets	(490,154)	-	-	-	-	(490,154)
Disposal of fixed assets	131,949	-	-	-	-	131,949
Payment of loans by affiliates	89,898	-	-	-	-	89,898
Net cash provided by (used for) investing activities	(1,108,058)	(16,769,986)	(1,546,831)	-	(1,191,715)	(20,616,590)
CASH FLOWS USED FOR FINANCING ACTIVITIES						
Loan repayments	(4,620,000)	-	-	-	-	(4,620,000)
Net cash used for financing activities	(4,620,000)	-	-	-	-	(4,620,000)
Net increase (decrease) in cash	5,376,478	(1,870,681)	269,042	2,799	37,913	3,815,551
CASH AND CASH EQUIVALENTS						
Beginning of year	35,238,535	6,478,569	510,566	497,484	1,391,151	44,116,305
End of year	$ 40,615,013	$4,607,888	$779,608	$500,283	$1,429,064	$47,931,856
RECONCILIATION OF CHANGE IN NET ASSETS TO NET CASH PROVIDED BY (USED FOR) OPERATING ACTIVITIES						
Change in net assets	$ 13,715,172	$17,685,220	$1,762,697	$2,799	$1,593,177	$34,759,065
Net (appreciation) depreciation of investments	(602,222)	(2,471,672)	(231,768)	-	(102,399)	(3,408,061)
Depreciation expense	2,232,523	-	-	-	-	2,232,523
(Increase) decrease in assets						
Receivables	958,413	120,461	(24,781)	-	(141,729)	912,364
Inventories	94,833	-	-	-	-	94,833
Prepaid expenses	(274,209)	-	-	-	-	(274,209)
Security deposits and other	11,753	-	-	-	-	11,753
Due to/from related entities	86,517	53,874	-	-	(62,635)	77,756
Increase (decrease) in liabilities						
Accounts payable and accrued expenses	5,529,877	(488,578)	259,725	-	(56,786)	5,244,238
Unexpended scholarship awards	-	-	50,000	-	-	50,000
Accrued pension cost	(10,816,136)	-	-	-	-	(10,816,136)
Accrued postretirement benefits cost	168,015	-	-	-	-	168,015
NET CASH PROVIDED BY (USED FOR) OPERATING ACTIVITIES	$ 11,104,536	$14,899,305	$1,815,873	$2,799	$1,229,628	$29,052,141

See accompanying notes to consolidated financial statements.

International Brotherhood of Teamsters NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED DECEMBER 31, 2014

NOTE 1. NATURE OF OPERATIONS

The International Brotherhood of Teamsters (the International Union) is one of the largest labor unions in North America with a membership representing a variety of industries and trades. The primary source of revenue is per capita taxes paid by local unions.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Method of Accounting - The consolidated financial statements have been prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

Consolidation and Fund Accounting - The consolidated financial statements include the accounts and activities of the International Union and related entities under the International Union's control. For purposes of presentation in the consolidated financial statements and in accordance with requirements set forth in its Constitution, the International Union reports its accounts and activities in the following funds:

General Fund - Provides for the ongoing activities of the International Union not specifically carried out by any other fund. The General Fund also includes the consolidated accounts of the Teamsters National Headquarters Building Corporation, a for-profit corporation formed to be a title holding corporation for the International Union's headquarters building. All significant intercompany account balances have been eliminated in consolidation. Also included in the General Fund are funds designated for organizing activities. Ten percent of per capita tax received by the International Union, excluding the amount received for members in Teamsters Canada, is designated for organizing activities. Funds designated for organizing activities for the Brotherhood of Locomotive Engineers and Trainmen, Brotherhood of Maintenance of Way Employees Division and the Graphic Communications/IBT Conference are governed by the applicable merger agreements.

Strike and Defense Fund - The Strike and Defense Fund was created in 2002 to support members engaged in collective action to obtain recognition, obtain and/or protect wages and benefits through the negotiation of collective bargaining agreements, enforce collective bargaining agreements, and support members who have been locked out by their employers.

Fifteen percent of per capita tax received by the International Union, excluding the amounts received for members in Teamsters Canada and members employed in the public sector who do not have the legal right to strike, are transferred to the Strike and Defense Fund. Participation in the Strike and Defense Fund for the Brotherhood of Locomotive Engineers and Trainmen Division, Brotherhood of Maintenance of Way Employees Division, and the Graphic Communications Conference are governed by the applicable merger agreements.

Hoffa Scholarship Fund - The Hoffa Scholarship Fund represents the accounts and activities of the James R. Hoffa Memorial Scholarship Fund, Inc., a related organization under the International Union's control. The Fund was incorporated in November 1999 and began operations in January 2000 for the purpose of awarding scholarships to dependents of union members in order to enable the recipients to attend accredited post-secondary educational institutions. The funding for scholarships is provided by voluntary contributions to the Fund, the net proceeds of annual fund raising events, and the sale of promotional materials. As a form of financial assistance to the Hoffa Scholarship Fund, the International Union provides facilities, management, administrative, accounting, and clerical assistance.

Teamster Disaster Relief Fund - The Teamster Disaster Relief Fund represents the accounts and activities of the Teamster Disaster Relief Fund, a related organization under the International Union's control. The Fund was incorporated in September 1992 and began operations in 1992 for the purpose of providing monetary and non-monetary relief directly or indirectly to individuals who are victims of hurricane, flood, earthquake, fire, accident, or other disaster. Funding is provided by monetary and non-monetary contributions from individuals or organizations affiliated with the International Union and the general public. As a form of financial assistance to the Disaster Relief Fund, the International Union provides facilities, management, administrative, accounting, and clerical assistance.

Supplemental Benefits Trust - The Supplemental Benefits Trust represents the accounts and activities of the International Brotherhood of Teamsters Supplemental Benefits Trust, a financially inter-related organization under the International Union's control. The Trust was established on January 1, 2003, to serve as a vehicle for the coordination of several credit cards, insurance, and other programs offered to members of the International Union and their families by third party vendors. The Trust is funded primarily through royalty payments payable in accordance with the provisions of various agreements between the International Union and third party vendors which have been assigned by the International Union to the Trust.

Cash and Cash Equivalents - Cash and cash equivalents consist of amounts held in demand deposit accounts, money market accounts, and funds.

Inventory - The International Union maintains an inventory of supplies for resale to local unions and individual members. Inventory is stated at cost which approximates the selling price of items held.

Investments - Investments are reported at their aggregate fair value. The fair value of investments is determined by quoted market prices as reported by the investment custodian.

Property and Equipment - Property and equipment are carried at cost. Major additions are capitalized, while replacements and repairs that do not improve or extend the lives of the respective assets are expensed. Depreciation and amortization expense is computed using the straight line method over the following estimated useful lives of the assets:

Building and improvements	39 years
Data processing equipment	5 years
Office equipment and capitalized software	3-10 years
Furniture and fixtures	10 years
Automobiles	5 years

Canadian Currency - The International Union maintains checking and savings accounts in Canada as well as the United States. For financial statement purposes, all assets are expressed in U.S. dollar equivalents.

Canadian currencies included in the consolidated statement of financial position are translated at the exchange rates in effect on the last day of the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in the consolidated statement of activities.

Funds received and disbursed in Canada are stated in U.S. dollars based on the average exchange rates in effect during the year when reported in the revenue and expenses included in the consolidated statement of activities.

International Brotherhood of Teamsters NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED DECEMBER 31, 2014

Use of Estimates in the Preparation of Financial Statements - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Financial Presentation - The International Union's consolidated financial statements present its net assets, revenues, expenses, gains, and losses, classified between unrestricted, temporarily restricted, and permanently restricted, based on the existence or absence of donor-imposed restrictions. The International Union does not have any permanently restricted net assets.

NOTE 3. TAX STATUS

The International Union is exempt from Federal income taxes under Section 501(c)(5) of the Internal Revenue Code, except on any income derived from activities unrelated to its exempt purpose.

Income taxes on net earnings are payable by the Teamsters National Headquarters Building Corporation pursuant to the Internal Revenue Code. All operating costs of the Corporation are fully reimbursed by the International Union resulting in no net income or loss. Accordingly, no provision has been made for Federal income taxes.

The Hoffa Scholarship Fund and Teamster Disaster Relief Fund are exempt from Federal income taxes under Section 501(c)(3) of the Internal Revenue Code and are reasonably expected to be publicly supported organizations and not private foundations. The Funds are subject to tax derived from unrelated business activities.

The Supplemental Benefits Trust is exempt from Federal income taxes under Section 501(c)(5) of the Internal Revenue Code and is, therefore, not subject to tax under present income tax laws.

Accounting principles generally accepted in the United States of America require management to evaluate tax positions taken by the International Union and recognize a tax liability if the International Union has taken an uncertain position that, more likely than not, would not be sustained upon examination by the U.S. Federal, state, or local taxing authorities. The International Union is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. Typically, tax years will remain open for three years; however, this may differ depending upon the circumstances of the International Union.

NOTE 4. TRADE RECEIVABLES

Trade receivables consist of the following at December 31, 2014:

Per capita and initation fees	$ 16,964,724
Due from Strike and Defense Fund	2,459,687
Unsecured notes receivable	357,058
Affinity programs	376,145
Other	230,638
	20,388,252
Less allowance for doubtful accounts	(22,202)
	$ 20,366,050

The amount due from the Strike and Defense Fund is recorded as a liability of the Strike and Defense Fund on the Consolidated Statement of Financial Position.

NOTE 5. UNINSURED CASH BALANCES AND INVESTMENT CONCENTRATIONS

The International Union maintains cash and cash equivalents with various financial institutions totaling approximately $41,000,000, which were not insured by the Federal Deposit Insurance Corporation as of December 31, 2014.

The International Union also maintains cash at a Canadian financial institution, which is insured up to $100,000. As of December 31, 2014, the International Union's cash in the Canadian financial institution in excess of insurance coverage totaled approximately $2,500,000 in Canadian dollars (approximately $2,100,000 U.S. dollars).

The Supplemental Benefits Trust maintains its cash with a financial institution. As of December 31, 2014, the Supplemental Benefits Trust's cash in excess of FDIC insurance coverage totaled approximately $1,161,716.

The Teamster Disaster Relief Fund maintains cash primarily with the same financial institution. As of December 31, 2014, the Teamsters Disaster Relief Fund's cash in excess of FDIC insurance coverage totaled approximately $250,283.

The Hoffa Scholarship Fund maintains cash primarily with the same financial institution. As of December 31, 2014, the Hoffa Scholarship Fund's cash in excess of FDIC insurance coverage totaled approximately $510,150.

NOTE 6. GRANTS RECEIVABLE

Amounts due under grant agreements with the U.S. Government totaled $531,270 and are due to be received within one year.

NOTE 7. INVESTMENTS

The fair value and cost of investments held by the International Union at December 31, 2014, is summarized below:

	Cost	Fair Value
Common stock	$ 482,104	$ 1,435,749
Corporate bonds	31,360	7,321
Mutual funds - equity	30,646,673	34,341,426
Mutual fund - fixed income	136,232,171	136,108,890
	$167,392,308	$171,893,386

International Brotherhood of Teamsters NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED DECEMBER 31, 2014

NOTE 7. INVESTMENTS (CONTINUED)

Investment income for the year ended December 31, 2014, consisted of the following:

	General Fund	Strike and Defense Fund	Hoffa Scholarship Fund	Supplemental Benefits Trust	Total
Interest and dividends	$ 886,160	$4,771,848	$527,997	$87,412	$6,273,417
Net realized and unrealized (loss) gain on investments	602,222	2,471,672	231,768	102,399	3,408,061
Investment expenses	(54,528)	(46,628)	(21,087)	(17,151)	(139,394)
	$1,433,854	$7,196,892	$738,678	$172,660	$9,542,084

NOTE 8. FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Basis of Fair Value Measurement:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the International Union has the ability to access.

Level 2 - Inputs to the valuation methodology include: quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

	Fair Value Measurements at December 31, 2014			
	Total	Level 1	Level 2	Level 3
Common stock - all cap value	$ 1,435,749	$ 1,435,749	$ -	$ -
Corporate obligations	7,321	-	7,321	-
Mutual funds - equity	34,341,426	34,341,426	-	-
Mutual funds - fixed income	136,108,890	136,108,890	-	-
	$171,893,386	$171,886,065	$7,321	$ -

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period.

For the year ended December 31, 2014, there were no transfers in or out of levels 1, 2, or 3.

NOTE 9. INVESTMENTS IN FIRST TRUST NOTES

The International Union provided loans to affiliates for financial assistance. These loans are secured by real estate and are carried at their unpaid principal balance of $593,439. No allowance for uncollectible accounts was deemed necessary as of December 31, 2014.

International Brotherhood of Teamsters NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED DECEMBER 31, 2014

NOTE 10. PROPERTY AND EQUIPMENT

Property and equipment held by the International Union consists of the following as of December 31, 2014:

Land - headquarters	$ 794,117
Headquarters building	51,922,909
Leasehold improvements	26,000
Furniture and fixtures	5,438,144
Equipment	4,089,382
Data processing equipment	2,608,378
Computer software	4,307,598
Automobiles	114,630
Work in process	225,301
	69,526,459
Less accumulated depreciation	(31,730,665)
Net property and equipment	$ 37,795,794

Depreciation expense for the year ended December 31, 2014 was $2,232,523.

NOTE 11. THE TEAMSTER AFFILIATES PENSION PLAN

The Teamster Affiliates Pension Plan (the Plan) provides defined benefits to eligible officers and employees of the International Union's affiliates.

The General Executive Board elected to curtail the Plan effective December 31, 1994, thus freezing benefits for most participants at the then accumulated level. Effective January 1, 1995, the Plan was amended to allow the affiliates to contribute on behalf of their employees. For those participants whose employer continued to contribute, benefits were not frozen until December 31, 2001. Effective January 1, 2002, no additional retirement or other benefit will be accrued under this Plan by any participant of the Plan. Any participation agreement which may have been submitted by an affiliate to, and accepted by, the Trustees of this Plan at any time on or after January 1, 1995, shall be terminated effective January 1, 2002, and no contribution shall be accepted by the Trustees from an affiliate on behalf of a participant employed by that affiliate with respect to any period of time beginning on or after January 1, 2002.

Prior to January 1, 2008, the International Union accounted for the Teamster Affiliates Pension Plan in accordance with "Compensation-Defined Benefit Plans." Under the provisions of the Pension Protection Act of 2006, the International Union was able to convert the Plan from a multiple employer plan to a multiemployer plan. As a result of this conversion, the International Union accounts for the Plan in accordance with "Compensation - Multiemployer Plans."

The Plan's consulting actuary will determine the Plan's funding requirement on an annual basis. The funding requirement has been zero since at least 1994. If the consulting actuary determines that a contribution must be made to the Plan, the International Union will determine the method for funding the Plan.

No individual who was initially employed by an affiliate on or after January 1, 2002, was eligible to become a participant of the Plan. No compensation that was received by a participant of the Plan with respect to any period of time beginning on or after January 1, 2002, was considered to be the earnings of that participant for purposes of the Plan. Any periods of credited service and/or vesting service earned by a participant on or after January 1, 2002, shall continue to be used to determine the eligibility of that participant to receive a retirement or other benefit under this Plan, but shall not be used to determine the amount of any retirement or other benefit which that participant may otherwise be entitled to receive under this Plan.

The information on benefit costs for the year ended December 31, 2014, as determined by the consulting actuary, is as follows:

Employer contributions	$ 9,000,000
Plan participants' contributions	-
Benefits paid	40,184,480

In computing the funded status of the Plan as of December 31, 2014, the consulting actuary used the following assumptions:

Discount rate	4.00%
Average rate on compensation increases	N/A

The funded status of the Plan as of December 31, 2014, as determined by the actuary, is as follows:

Projected benefit obligation	$ (450,303,548)
Fair value of Plan assets	284,353,621
Funded status	$ (165,949,927)
Accumulated benefit obligation	$ (450,303,548)

The Plan's expected long-term rate of return on assets assumption is 7.00%. As defined in "Compensation-Multiemployer Plan," this assumption represents the rate of return on Plan assets reflecting the average rate of earnings expected on the funds invested or to be invested to provide for the benefits included in the benefit obligation. The assumption has been determined by reflecting expectations regarding future rates of return for the investment portfolio, with consideration given to the distribution of investments by asset class and historical rates of return for each individual asset class.

The Plan's overall investment strategy is to invest in securities that will meet or exceed an absolute return of 7%. In order to meet its needs, the Plan's investment strategy is to emphasize total return primarily by emphasizing long-term growth of principal while avoiding excessive risk and secondly by achieving returns in excess of the rate of inflation over the investment horizon in order to preserve purchasing power of Plan assets. In general, the Plan's goal is to maintain the following allocation ranges for investments:

Domestic equities	42.5% - 55.0%
International equities	2.5% - 12.5%
Global fixed income	20.0% - 32.5%
High yield fixed income	0.0% - 10.0%
Risk parity	0.0% - 10.0%

International Brotherhood of Teamsters NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED DECEMBER 31, 2014

NOTE 11. THE TEAMSTER AFFILIATES PENSION PLAN (CONTINUED)

The major classes of plan investments at December 31, 2014 are:

	Fair Value
Collective trust fund	$ 153,214,287
Common stock	35,351,322
Limited partnership - fixed income high yield fund	15,415,519
Mutual fund - fixed income	76,184,816
Money market mutual funds	1,385,703
	$ 281,551,647

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Basis of Fair Value Measurement:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 - Inputs to the valuation methodology include: quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

	Fair Value Measurements at December 31, 2014			
	Total	Level 1	Level 2	Level 3
Mutual funds - fixed income	$ 76,184,816	$ 76,184,816	$ -	$ -
Collective trust funds:				
Balanced risk commodity fund	10,816,132	-	10,816,132	-
Balanced risk allocation fund	14,360,680	-	14,360,680	-
Equity index fund - all cap	20,795,082	-	20,795,082	-
Equity index fund - large cap	107,242,393	-	107,242,393	-
Common stock:				
Small cap growth	17,675,011	17,675,011	-	-
Small cap value	17,676,311	17,676,311	-	-
Limited partnership-fixed income high yield fund	15,415,519	-	-	15,415,519
Money market mutual funds	1,385,703	1,385,703	-	-
	$281,551,647	$112,921,841	$153,214,287	$15,415,519

International Brotherhood of Teamsters NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED DECEMBER 31, 2014

NOTE 11. THE TEAMSTER AFFILIATES PENSION PLAN (CONTINUED)

	Level 3 Fair Value Measurements Limited partnership -fixed income
Beginning balance	$ 15,492,776
Unrealized (losses)	(1,248,953)
Purchases	1,171,696
Ending Balance	$ 15,415,519

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the period.

For the year ended December 31, 2014, there were no transfers between levels 1, 2, or 3.

The unfunded commitments, redemption frequency information and redemption notice periods.

	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Collective trust fund:				
NT Collective MSCI ACWI EX-US Index Fund (a)	$20,795,082	$ -	Daily	n/a
NT Collective Russell 1000 Index Fund (b)	107,242,393	-	Daily	n/a
Invesco Balanced Risk Allocation Fund (c)	14,360,680	-	Daily	n/a
Invesco Balanced Risk Commodity Fund (d)	10,816,132	-	Daily	n/a
Limited partnership				
Crescent Capital High Yield Fund (e)	15,415,519	-	Quarterly	60 days

(a) - The primary objective of the NT Collective MSCI All Country World Index (ACWI) Ex-US Index Fund is to provide investment results that replicate the overall performance of the MSCI ACWI Ex-US Index. The Fund may make limited use of futures and/or options for the purpose of maintaining equity exposure. This Fund does not participate in securities lending.

(b) - The primary objective of the NT Collective Russell 1000 Index Fund is to approximate the risk and return characterized by the Russell 1000 Index. This Index is commonly used to represent the large cap segment of the U.S. equity market. This fund may hold units of the NT Collective Russell 1000 Growth Index Fund - Non Lending and the NT Collective Russell 1000 Value Index Fund - Non-Lending. This Fund does not participate in securities lending.

(c) - The primary objective of this Trust is to outperform the Barclays Capital U.S. Treasury Bellwethers 3-Month Index by 6.00% over a rolling three to five year investment horizon. The Trust will strive to achieve this objective with a proprietary risk premium capture strategy that targets 8.00% portfolio risk and seeks to minimize the risk of large drawdowns with a risk-balanced investment process. Portfolio risk defined as the annualized standard deviation of Trust returns.

(d) - The primary objective of this Trust is to outperform the Dow Jones-UBS Commodity Index over a rolling three to five year investment horizon. The Trust will strive to achieve this objective with a proprietary risk premium capture strategy that targets lower portfolio volatility than the index and seeks to minimize the risk of large drawdowns with a risk-balanced investment process.

(e) - The object of the Crescent Capital High Yield Fund LP is to invest in a specialized investment platform, focused on below investment grade debt and actively investing across the capital structure of corporate obligors, both through public capital markets (high yield bonds and bank loans) and private markets (private debt, distressed, and mezzanine). Crescent has no other sources of revenue other than from investing. Their products are primarily marketed to domestic, institutional investors.

The Crescent Capital High Yield Fund LP is measured at fair value, without adjustment by the Plan, based on the net asset value (NAV) or NAV equivalent as of December 31, 2014 and 2013, respectively.

International Brotherhood of Teamsters NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED DECEMBER 31, 2014

NOTE 11. THE TEAMSTER AFFILIATES PENSION PLAN (CONTINUED)

The International Union had committed to contribute at least $33,000,000 to the Plan, in $5,000,000 increments, in 2010, 2011, and 2012, $9,000,000 in 2013, and at least $9,000,000 in 2014. The International Union made three $5,000,000 payments in December 2010, 2011, 2012, and two $9,000,000 payments in 2013 and 2014. The International Union is expected to contribute at least $9,000,000 in 2015.

Benefits expected to be paid by the Plan during the ensuing five years and thereafter are, approximately, as follows:

2015	$ 41,233,595
2016	40,001,796
2017	38,681,527
2018	37,276,946
2019	35,647,838
Aggregate for five years beginning 2020	155,554,116

NOTE 12. RETIREMENT AND FAMILY PROTECTION PLAN

The International Union is the sponsor of the Retirement and Family Protection Plan (the Plan), a defined benefit plan that covers the employees of the International Union and the Teamsters National Headquarters Building Corporation (a wholly owned subsidiary). Substantially all of the employees participate in the Plan. Benefits provided by this Plan are determined based on years of service, level of compensation, and date of employment. The International Union pays the full cost of the Plan and annually determines the amount, if any, to contribute to the Retirement and Family Protection Plan based on the advice of consulting actuaries.

The International Union reports in accordance with Financial Accounting Standards Board "Compensation-Defined Benefit Plans" requires that the full funding status of defined benefit pension and other postretirement plans be recognized on the statement of financial position as an asset (for overfunded plans) or as a liability (for underfunded plans).

In computing net periodic pension costs as of January 1, 2014, to be recognized for the year ended December 31, 2014, the consulting actuary used the following assumptions:

Discount rate	5.00%
Average rate of compensation increase	4.25
Expected return on Plan assets	7.00

The information on benefit cost for the year 2014, as determined by the consulting actuary, is as follows:

Employer contributions	$ (16,000,000)
Plan participants' contributions	-
Benefits paid	4,062,059

In computing the funded status of the Plan as of December 31, 2014, the consulting actuary used the following assumptions:

Discount rate	4.00%
Average rate of compensation increases	3.25

The funded status of the Plan as of December 31, 2014, as determined by the consulting actuary, is as follows:

Projected benefit obligation	$(144,960,465)
Fair value of plan assets	124,352,402
Funded status	$ (20,608,063)
Accumulated benefit obligation	$(121,259,440)

Amounts recognized in the statement of financial position as of December 31, 2014, consist as follows:

Non-current assets	$ -
Current liabilities	-
Non-current liabilities	(20,608,063)

Amounts recognized in net assets as of December 31, 2014, consist as follows:

Transition obligation	$ -
Prior service credit	(1,071,880)
Net loss	38,328,335
	$ 37,256,455

Other changes in Plan assets and benefit obligations recognized in net assets as of December 31, 2014:

New transition obligation	$ -
New prior service credit	-
New net loss	(690,228)
Amortization of transition obligation	-
Amortization of prior service cost	(36,204)
Amortization of net loss	(2,512,059)
Total recognized in net asset	$ (3,238,491)
Net periodic benefit cost	$ 8,422,355
Total recognized in net periodic benefit cost and net assets	$ 5,183,864

The amounts that will be amortized from net assets into net periodic benefit cost over the next fiscal year are:

Transition obligation	$ -
Prior service credit	(335,388)
Net loss	2,336,499
	$ 2,001,111

The Plan's expected long-term rate of return on assets assumption is 7.00%. As defined in Financial Accounting Standards Board "Compensation-Defined Benefit Plans," this assumption represents the rate of return on Plan assets reflecting the average rate of earnings expected on the funds invested or to be invested to provide for the benefits included in the benefit obligation. The assumption has been determined by reflecting expectations regarding future rates of return for the investment portfolio, with consideration given to the distribution of investments by asset class and historical rates of return for each individual asset class.

The Plan's overall investment strategy is to invest in securities that will meet or exceed an absolute return of 7.00%. In order to meet its needs, the Plan's

International Brotherhood of Teamsters NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED DECEMBER 31, 2014

NOTE 12. RETIREMENT AND FAMILY PROTECTION PLAN (CONTINUED)

investment strategy is to emphasize total return primarily by emphasizing long-term growth of principal while avoiding excessive risk and secondly by achieving returns in excess of the rate of inflation over the investment horizon in order to preserve purchasing power of Plan assets.

The Plan's goal is to maintain the following allocation ranges for investments:

Fixed income	55% - 80%
Risk parity	10% - 20%
Equity	0% - 10%
Cash and equivalents	0% - 7%

The major classes of plan investments at December 31, 2014 are:

	Fair Value
Collective trust fund	$ 26,169,438
Limited partnership - fixed income	5,444,122
Mutual fund - fixed income	88,512,658
Money market mutual fund	14,895
	$ 120,141,113

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Basis of Fair Value Measurement:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 - Inputs to the valuation methodology include: quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

	Fair Value Measurements at December 31, 2014			
	Total	Level 1	Level 2	Level 3
Mutual funds - fixed income	$ 88,512,658	$ 88,512,658	$ -	$ -
Collective trust funds:				
Equity index fund - all cap	7,046,470	-	7,046,470	-
Balance risk	19,122,968	-	19,122,968	-
Limited partnership - fixed income	5,444,122	-	-	5,444,122
Money market mutual funds	14,895	14,895	-	-
	$120,141,113	$ 88,527,553	$26,169,438	$5,444,122

	Level 3 Fair Value Measurements Limited partnership -fixed income
Beginning balance	$5,471,406
Unrealized losses	(441,078)
Purchases	413,794
Ending Balance	$5,444,122

International Brotherhood of Teamsters NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED DECEMBER 31, 2014

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period.

For the year ended December 31, 2014, there were no transfers between levels 1, 2, or 3.

The unfunded commitments and redemption information and redemption period are as follows at December 31, 2014:

	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Collective trust fund:				
NT Coll Russell 3000 Index Fund (a)	$7,046,470	$ -	Daily	n/a
Invesco - Balanced Risk Allocation Trust (b)	19,122,968	-	Daily	n/a
Limited partnership:				
Crescent Capital High Yield Fund LP (c)	5,444,122	-	Quarterly	60 days

a) The primary objective of the NT Coll Russell 3000 Index Fund, a collective fund for qualified plans, is to approximate the risk and return characterized by the Russell 3000 Index. This Index is commonly used to represent the broad U.S. equity market. This fund may hold units of the NT Collective Russell 2000 Index Fund - Non Lending and the NT Collective Russell 1000 Index Fund - Non Lending. This Fund does not participate in securities lending.

(b) The primary objective of this Trust is to outperform the Barclays Capital U.S. Treasury Bellwethers 3-Month Index by 6.00% over a rolling three- to five-year investment horizon. The Trust will strive to achieve this objective with a proprietary risk premium capture strategy that targets 8.00% portfolio risk and seeks to minimize the risk of large drawdowns with a risk-balanced investment process. Portfolio risk defined as the annualized standard deviation of Trust returns.

(c) The primary objective of the Crescent Capital High Yield Fund LP is to invest on a specialized investment platform, focused on below investment grade debt and actively investing across the capital structure of corporate obligors, both through public capital markets (high yield bonds and bank loans) and private markets (private debt, distressed, and mezzanine). Crescent has no other sources of revenue other than from investing. Their products are primarily marketed to domestic, institutional investors.

The Crescent Capital High Yield Fund LP is measured at fair value, without adjustment by the Plan, based on the net asset value (NAV) or NAV equivalent, as of December 31, 2014 and 2013, respectively.

The International Union's expected contribution to the Plan for the year ended December 31, 2015 is $16,000,000. Benefits expected to be paid by the Plan during the ensuing five years and thereafter are approximately as follows:

2015	$11,238,719
2016	11,623,638
2017	11,499,755
2018	11,096,322
2019	11,255,501
Aggregate for five years beginning 2020	56,602,508

NOTE 13. TEAMSTERS NATIONAL 401(K) SAVINGS PLAN

In 1996, the International Union entered into a trust agreement to participate in the Teamsters National 401(k) Savings Plan (the Plan). Beginning in April 1997, employees of the International Union who have completed 30 days of service may contribute to the Plan through payroll deductions. Participants may contribute up to 89% of their pretax salaries up to the maximum prescribed by law and an additional 5% of after-tax salaries. The International Union, as a Plan sponsor, does not contribute to the Plan and assumes no liability for the Plan's administrative costs.

NOTE 14. RELATED ENTITIES

The International Union has various related entities not included in the consolidation, which include a political and education fund (a separate, segregated fund of the International Union), two defined benefit pension plans, a defined contribution pension plan, a legal defense fund, and a voluntary employee benefits trust. These entities, as well as the Strike and Defense Fund, Supplemental Benefits Trust, Teamster Disaster Relief Fund, and James R. Hoffa Memorial Scholarship Fund,

International Brotherhood of Teamsters NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED DECEMBER 31, 2014

Inc., which are included in the consolidated financial statements, and amounts due to the International Union at December 31, 2014, are as follows:

Strike and Defense Fund	$ 43,614
Teamster Affiliates Pension Plan	4,787
Retirement and Family Protection Plan	195
Voluntary Employee Benefits Trust	421,000
Supplemental Benefits Trust	196,000
Total	$665,596

The International Union absorbs the administrative costs applicable to the operations of these related entities. All but the political and education fund, Teamster Disaster Relief Fund, and James R. Hoffa Memorial Scholarship Fund reimburse the International Union for those administrative costs through cost sharing arrangements.

NOTE 15. POSTRETIREMENT BENEFITS

The International Union provides life insurance benefits for retired employees meeting the requirements of a normal pension or becoming disabled and receiving a disability pension. Spouses and dependent children of these retirees are also eligible to participate. In addition, certain spouses and dependent children of deceased active employees are eligible to participate in the plan.

In accordance with applicable accounting standards, the International Union has recognized a liability of $794,396 which represents the actuarially calculated accumulated benefit obligation. The accumulated benefit obligation represents the present value of future premiums to be paid by the International Union calculated using various assumptions for matters such as mortality and discount rate. The total recognized in net periodic benefit cost and other comprehensive income for the year ended December 31, 2014, totaled $171,792.

NOTE 16. ACCRUED LEAVE

In compliance with "Compensated Absences," the International Union has established a liability of $3,214,592 representing accumulated future absences of its employees through the year ended December 31, 2014, which is included under "accounts payable and accrued expenses" in the consolidated statement of financial position.

NOTE 17. COMMITMENTS AND CONTINGENCIES

The International Union is involved in litigation arising in the normal course of operations. Some of the litigation involves matters common to any organization of comparable size, including personnel, employment, contract, and trademark issues.

Other litigation relates to the International Union's status as a labor organization. Much of this latter litigation is strategic, pursued by employers intent on pressuring the International Union with respect to its conduct as a bargaining representative, pursuing better wages, hours, and working conditions for the members of the International Brotherhood of Teamsters.

None of the litigation involves any substantial liability on the part of the International Union. Accordingly, no provision for any liability that may result upon final adjudication of any pending litigation has been made in the accompanying consolidated financial statements.

NOTE 18. AFFINITY PROGRAM

The International Union entered into agreements with Capital One Financial (COF), formerly HSBC Finance Corporation (HSBC) and GMAC Insurance Company (GMAC) under which royalty payments are received. The International Union assigned any and all rights and interests it may have related to these royalties to the Trustees, of the International Brotherhood of Teamsters Supplemental Benefits Trust. On August 9, 2011, COF announced the acquisition of HSBC's U.S. credit card portfolio. Accordingly, COF is legally obligated to assume all of the obligations and responsibilities of HSBC under its agreement with the International Union. This agreement provides COF the right to use certain intangible property belonging to the International Union, including the International Union's name, logo, trademarks, and membership lists, in exchange for specified royalty payments to be paid to the International Union. COF will be entitled to use this intangible property in connection with its efforts to market credit card and certain other financial products to members of the International Union.

Under this agreement, COF has agreed to pay the International Union certain royalties commencing as of September 1, 2007, in part to ensure that the International Union will continue to maintain its credit card and loan program with COF, at least until the agreement's scheduled expiration date of February 28, 2019. This agreement will renew automatically for successive periods of one year each unless the International Union or COF notifies the other party of its intent not to renew the agreement at least twelve months prior to February 28, 2019.

The International Union has entered into an agreement with GMAC Insurance Company (GMACI) under which GMACI has the exclusive right to market and sell insurance coverage to International Union members in exchange for a fee of 3% of the direct written premium on policies underwritten for the Plan by GMACI. The fees represent reimbursement for administrative expenses incurred by the International Union, list management services in connection with the insurance plan, and for the use of the International Union name and logo. The agreement with GMACI and the International Union expired in August 2013, and was not renewed. There was, however, a separate run-out agreement with National General Insurance Company (successor to GMACI) under which royalty payments would be paid under the same basis as GMACI at a reduced royalty percentage of 2% of the direct written premiums on policies under the terms of the original GMACI agreement through August 2014.

The International Union has entered into an agreement with Metropolitan Property and Casualty Insurance Company (MetLife) effective September 1, 2013. This agreement provides MetLife the exclusive right to market and sell home and auto insurance coverage to International Union members. In exchange, MetLife will pay an annual marketing fee of $25,000 in each calendar year of the initial term of the agreement and 3% of the premiums received and accepted by MetLife on insurance policies issued pursuant to this agreement. The initial term of this agreement is five years. The agreement will continue for successive annual terms until terminated by either the International Union or MetLife upon 180 days prior written notice to the other.

The International Union assigned any and all rights and interests it may have related to the insurance plan agreement with MetLife to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust.

The Supplemental Benefit Trust also has an agreement with Nu Travel under which royalty payments are received.

International Brotherhood of Teamsters NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED DECEMBER 31, 2014

NOTE 19. LEASES

The International Union leases office equipment, office space, and residential space. Monthly lease and maintenance payments are allocated to program expenses in the consolidated statement of activities. Lease obligations under non-cancelable operating leases are as follows:

Year ending December 31,

2015	$ 974,898
2016	900,463
2017	376,827
2018	350,801
2019	423,294
Thereafter	7,363
Total	$3,033,646

Rental payments totaled $1,110,087 for the year ended December 31, 2014.

NOTE 20. RESTRICTIONS ON NET ASSETS

Temporarily restricted net assets in the General Fund as of December 31, 2013, resulted from contributions from local union members, local unions, and other affiliates for member-to-member communications through a newly created Field Action Fund run by the International Union. At December 31, 2014, temporarily restricted net assets consisted of $841,977 for these activities.

NOTE 21. LOAN PAYABLE

During the year ended December 31, 2014, the International Union renewed its loan agreement (line of credit) and promissory note with Wells Fargo Bank to borrow amounts up to $15,000,000. Interest is due monthly on the outstanding balance of the note and the principal payment is due by August 31, 2016. As of December 31, 2014, the outstanding principal balance due on the note was $4,623,714 at a variable interest rate of .70%.

Interest expense totaled $53,902 for the year ended December 31, 2014.

NOTE 22. RISKS AND UNCERTAINTIES

The International Union holds diversified investments which are exposed to various risks including economic, interest rate, market, and sector. Such risks could cause material near term fluctuations in the market value of the investments as reported in these financial statements.

NOTE 23. SUBSEQUENT EVENTS

The International Union has evaluated subsequent events through June 11, 2015, the date the financial statements were available to be issued, and they have been evaluated in accordance with relevant accounting standards.

REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: The Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: May 18, 2015

I. INTRODUCTION

This is Report Number Four of the Independent Review Board for 2015 regarding activities conducted pursuant to the Consent Order. In this Report we will provide status updates on one existing Charge Report against International Brotherhood of Teamsters Officers and Members, and three IRB Trusteeship Recommendations that you were informed of in some detail in previous Reports.

II. PROGRESS OF EXISTING CHARGES

A. SECRETARY-TREASURER SAMUEL ROSAS AND FORMER PRESIDENT ARMANDO ALONZO, LOCAL 439, STOCKTON, CALIFORNIA

On February 27, 2015 the Independent Review Board recommended to the IBT General President that charges be filed against former Local 439 Secretary-Treasurer and principal officer Samuel Rosas for bringing reproach upon the IBT and abusing his fiduciary position through engaging in a pattern of criminal conduct, including racketeering acts. Rosas' misconduct included embezzlement, mail fraud, soliciting and receiving a thing of value from an employer, receiving an illegal loan from the Local and violating federal criminal statutes mandating the keeping of Local records.

It is also recommended that former Local 439 President Armando Alonzo, Jr. be charged with embezzlement, bringing reproach upon the IBT and violating the federal record keeping statutes. In addition, it is recommended that both Rosas and Alonzo be charged with bringing reproach upon the union through breaching their fiduciary duties and violating the Bylaws by causing the Local to make over $845,000 in purchases without the Executive Board approvals the Bylaws required and over $568,000 without required membership approvals.

On March 4, 2015 and by corrected letter of March 11, 2015 IBT General President James P. Hoffa determined to adopt the charges and process them in accordance with Article XIX of the IBT Constitution.

On April 17, 2015, the IBT issued a notice of the hearing, scheduled for May 6, 2015.

On April 27, 2015, the IBT submitted to the IRB an Agreement signed by Alonzo.

On April 30, 2015 the IBT sent notice to Rosas, that the May 6, Hearing was rescheduled to May 22, 2015.

On May 15, 2015, the IRB approved Alonzo Agreement was submitted to the Court by Application 179.

B. TRUSTEESHIP, LOCAL 456, ELMSFORD, NEW YORK

On October 22, 2014, the IRB recommended to General President Hoffa that Local 456 be placed in Trusteeship because it is necessary to correct the corruption and financial malpractices at the Local, and because the Local is not being run for the benefit of its members.

The IRB found that the Local has financial control issues which enabled the Principal Officer to embezzle over $53,000, and the Secretary-Treasurer over $10,000. In addition, the Local officers allowed a person whom the IBT barred from participation in Local affairs to play an active role in the Local.

On November 6, 2014, Mr. Hoffa placed the Local in Trusteeship and appointed Thomas Gesualdi, President of Local 282, as temporary Trustee over Local 456 and Bernadette Kelly, International Representative, as the temporary Assistant Trustee.

On March 2, 2015 IBT General President Hoffa determined to continue the Trusteeship.

C. TRUSTEESHIP RECOMMENDATION, LOCAL 710, MOKENA, ILLINOIS

On July 18, 2014, the IRB issued to IBT General President Hoffa a Trusteeship Recommendation regarding this Local's Officers financial malpractices, corruption and failing to operate the Local for the benefit of its members.

On July 21, 2014 General President Hoffa appointed Brian Rainville to be his personal representative at the Local.

On July 30, 2014 General President Hoffa imposed a Temporary Emergency Trusteeship over the Local and appointed International Vice President and Joint Council President John T. Coli as Temporary Trustee.

On August 18, 2014 the IBT General Counsel by letter updated the IRB on the actions taken under the Trusteeship. The Temporary Trustee has appointed Persons to positions to help to insure the functioning of the Local for the benefit of its members in the day to day operation of the Local during this transition.

The former officers are cooperating. The Trustee has assigned a new accounting firm to audit the Local's finances. The Trusteeship Hearing was held on September 30, 2014.

On December 10, 2014, General President Hoffa informed the IRB that he determined to continue the Trusteeship over the Local.

D. TRUSTEESHIP, LOCAL 1150, STRATFORD, CONNECTICUT

On December 11, 2014, the Independent Review Board recommended to the IBT General President that Local 1150 in

Stratford, Connecticut be placed into Temporary Trusteeship because of corruption, failure to comply with required financial controls, including pervasive Bylaw violations, and officers' breaches of fiduciary duties. The failure to comply with financial controls is systemic and has continued for at least five years. These failures include that: the officers caused approximately $1,323,422 in expenditures to be made without the Executive Board approvals the Bylaws required and caused over $1,246,943 in expenditures to be made without the members' approvals the Bylaws also required; expenses of employees, the officers authorized the Local to pay, were not supported by necessary documentation and information; the Local paid officer expenses not incurred for union purposes; the local officers failed to comply with the Bylaw requirement to submit itemized receipts and caused the Local to pay expenses in violation of the Bylaw prohibition that payment not be made until itemized receipts were received; officers approved their own expenses and disbursements for payment to themselves; and records the Local and the Secretary-Treasurer both were required to maintain under federal law to support disbursements to Local Officers were routinely disposed of after the payments were made, destroying all records supporting the payments to local officers and employee's. The officers' failure to enforce existing financial controls allowed the former President to embezzle local funds to pay for personal items, including family telephone bills and home entertainment equipment. Even after an IBT auditor in 2012, instructed the Executive Board, including the Principal Officer, that itemized receipts for certain charges needed to be submitted before the expenses could be paid, the Principal Officer and President ignored the instruction and continued to not submit the required itemized receipts and the Local continued to pay these charges without the required documents. This continued even after the General Secretary Treasurer reminded the Principal Officer in writing of the requirement.

On January 12, 2015, IBT General President Hoffa placed Local 1150 in Trusteeship and appointed International Representative, William Moore, Temporary Trustee over Local 1150. An auditor was selected by IBT to review the Local's financial state.

III. TOLL-FREE HOTLINE

Since our last report to you, slightly over a month ago, the hotline has received approximately 44 calls reporting alleged improprieties. As in the past, all calls appearing to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these. To assure that all calls are treated confidentially, the system which records hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed only by an IRB staff member. The recorded information, if complete and within IRB jurisdiction, is forwarded directly to the Investigation's Office in New York City. Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

IV. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline number noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

ELECTION SUPERVISOR'S REPORT No. 3

Rules Approved – Delegate Elections Underway

Final 2016 Election Rules. On June 23, 2015 the United States District Court for the Southern District of New York approved the final *Rules for the 2015-2016 IBT International Union Delegate and Officer Election.* The *2016 Rules* are now available at www.ibtvote.org. The Office of the Election Supervisor ("OES") will also prepare and distribute copies of the approved *2016 Rules* to all Local Unions, Joint Councils, System Federations, and General Committees of Adjustment of the IBT. Spanish and French language translations of the *2016 Rules* versions will be available before the start of the main season for delegate nominations and elections, January 2016. The *2016 Rules*, in three languages, will be posted to www.ibtvote.org. Call or write to OES if you would like to get a copy of the *2016 Rules* by mail.

The Court-approved rules contain an important provision that allows access to "any parking lot used by [Union members] to park their vehicles in connection with their employment" for purposes of campaigning in the International Union Delegate and Officer Election. *2016 Rules*, Art. VII, § 12(e). This right is available to all candidates and members involved in campaigning for the International Union Delegate and Officer Election – whether in employee parking lots of their own employers or in the employee parking lots of other employers where their fellow union members work. Additional guidance on exercising this limited right of access is available at www.ibtvote.org.

Delegate Elections. Go to www.ibtvote.org to see the schedule for delegate elections including the date, time and place of any nomination meeting or ballot count. At this writing, delegate election plans have been approved for eleven local unions with a significant number of members employed in seasonal agricultural work, and plans for approximately two dozen local unions holding fall delegate elections were submitted at the end of June. All other Locals, GCAs and System Federations will submit delegate election plans by September 30.

The local union election plan details the critical dates and procedures for the nomination and election of convention delegates and alternate delegates. At the OES website, you can view any local's delegate election plan before it is approved, and submit comments to OES. To check whether a plan has been submitted or approved, go to www.ibtvote.org, click on the "Delegate Elections" link and then on the "View Plans" link. You can also see the schedule on the "Dates, Times, and Places" tables.

Almost all local union delegate nominations and elections will be held between January and May 2016 – the months leading up to the 29th IBT International Convention where International officer candidates will be nominated. The delegate elections are a prime forum for members to make their views on current issues and IBT policy known to leaders of the union. Find out about the delegate elections, get involved, and be part of the discussion in your Local, GCA or System Federation.

Eligibility to Participate. The *2016 Rules* provisions on eligibility are set out in Article V. In brief:

- To be eligible to run for delegate or alternate delegate, a candidate must be a member in continuous good standing with his/her local union for a period of 24 consecutive months prior to the month of nomination. Generally, "continuous good standing" means timely payment of dues plus employment under the local union's jurisdiction for each of the months in the 24-month period, without interruption in active membership due to suspensions, expulsions, withdrawals, transfers, or failure to pay fines or assessments.
- To be eligible to nominate or second a candidate for delegate or alternate delegate, a member must be in good standing, with his/her dues paid through the month prior to the month of nomination. The deadline for payment of dues in order to be in good standing to nominate or second will be stated in your Local Union's Delegate Election Plan Summary, which will be posted on bulletin boards and available at www.ibtvote.org after approval.
- To be eligible to vote for delegate or alternate delegate, a member must be in good standing, with his/her dues paid through the month prior to the month the ballots are counted. The deadline for payment of dues in order to be in good standing to have your ballot counted in an election will be stated in your Local Union's Delegate Election Plan Summary, which will be posted on bulletin boards and available at www.ibtvote.org after approval.

OES responds to inquiries from rank-and-file members who would like to know whether they are eligible to stand for election as a candidate, or to serve as a nominator or seconder. Candidates and members who plan to nominate or second are strongly encouraged to request that the Election Supervisor verify their eligibility before the date of the local union's nominations meeting.

Individuals may submit inquiries and receive a confidential response regarding their eligibility status by going to www.ibtvote.org, clicking on "Official Forms," and completing and submitting Form 17 – Request for Eligibility Verification. Requests may be submitted as early as five days prior to the beginning of the month in which your local union's nomination meeting is to be held, but must be received at least five days before the date of that meeting.

Contact the OES to get more information about any aspect of the election procedures.

Richard W. Mark, Election Supervisor

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"My union is one of the few things that has helped…The Teamsters' commitment to members knows no bounds. I knew they'd come here after Katina hit, but to see what they did was above and beyond anything I could have ever expected."

—TERRY BANG, Mississippi Teamster
Affected by Hurricane Katrina

GIVE TO TEAMSTERS DISASTER RELIEF FUND

The Teamsters Disaster Relief Fund is a charitable 501(c)(3) developed in 1991 to assist Teamster members who have suffered a loss from a disaster. The fund receives donations from local unions and their members.

For more information, or to make a donation, visit http://ibt.io/tdrfund.

International Brotherhood of Teamsters

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INTERNATIONAL BROTHERHOOD OF TEAMSTERS OCTOBER / NOVEMBER 2015

TEAMSTER

www.teamster.org

LET'S GET AMERICA WORKING!

TEAMSTERS CALL ON CONGRESS TO FIX NATION'S INFRASTRUCTURE

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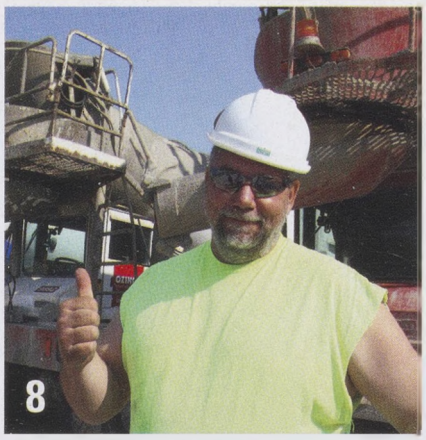

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LET'S GET AMERICA WORKING

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

Everyday Americans are facing increased challenges at work and at home. The outsourcing of millions of good-paying jobs overseas has led to lower paychecks here in the U.S. That, in turn, has made it more difficult for many workers to provide for their families.

The Teamsters, however, have a plan to help turn the tide. Called "Let's Get America Working," we are encouraging both Democratic and Republican lawmakers to endorse a pro-worker platform. At the center of the campaign is the need for this country to invest in infrastructure, which in turn will create good jobs for hardworking Americans.

Working on transportation, energy and water projects will put thousands to work in construction jobs across the country. It will also improve roads, bridges, ports and other infrastructure, which in turn will help business and improve the U.S. economy.

Buy-in from both parties is necessary to achieve change. If this nation is going to improve the lives of its citizens, Congress must advance bipartisan policies that will encourage good job growth. And it must put the current and future generations of workers in a position to succeed in the workforce by giving them the skills they need.

Infrastructure presents an opportunity to break the political gridlock. The transportation system continues to crumble and the safety of those who work and travel along the vast network of U.S. roads and rails is being jeopardized.

There also is a significant need to move forward with a broader agenda that puts U.S. workers first. That means standing up against lousy trade deals like the Trans-Pacific Partnership that send American jobs overseas; protecting workers' rights to form unions and collectively bargain; increasing affordability of college and vocational schools; and ensuring retirement and pension security for working families.

If elected representatives from both parties want to rebuild the trust between government and workers, they must reinvest in the people that make this country great. Better pay will lead to more spending and improve workers' quality of life. Everyone wins.

James P. Hoffa

TEAMSTERS APPLAUD NLRB RULING

New Standard Will Provide a Voice to Millions of Workers, Hold Employers Accountable

The Teamsters Union applauded the National Labor Relations Board on its recent "joint employer" ruling in the case of Browning-Ferris Industries Inc. The decision is an additional step to protect and provide a voice to millions of American workers by holding employers that rely on temporary or contracted workers accountable.

"This decision will make a tremendous difference for workers' rights on the job. Employers will no longer be able to shift responsibility for their workers and hide behind loopholes to prevent workers from organizing or engaging in collective bargaining," said Jim Hoffa, Teamsters General President. "This is a victory for workers across America."

The August ruling is the result of a 2013 case brought by Teamsters Local 350 in Daly City, Calif., against Browning-Ferris, a waste management company that is owned by Republic Services—the second-largest waste services company in the U.S. The union maintained that Republic had control over wage and working conditions for its workers employed through Leadpoint Services, a staffing agency, and counted as a joint employer with that agency.

"We are pleased with this decision, which will provide justice to workers who have been fighting for fairness in the workplace for a long time," said Larry Daugherty, Secretary-Treasurer of Local 350.

The Teamsters Union has aggressively fought against employers shifting responsibility of their workforce, whether through misclassification at companies like FedEx, in our nation's ports or through the use of staffing agencies in the food processing industry at companies like Taylor Farms. A concerted push by port truck drivers to file claims at both federal and state agencies is resulting in those agencies consistently finding that employers have been falsely classifying workers as independent contractors.

In 2014, Teamsters worked with Taylor Farms workers and the California Federation of Labor in urging for the passage of AB 1897, a first-of-its-kind bill that establishes joint employer liability for employers when their temp agencies break California law.

"This decision is another step to show that companies can no longer claim they are not employers when problems arise. This is important in industries like the solid waste and recycling industries, where workers can face dangerous working conditions and need proper training and standards to have safe working environments," said Ron Herrera, Director of the Teamsters Solid Waste and Recycling Division. "Instead of pointing fingers if a worker gets hurt, companies will now be accountable. It's the decent and reasonable expectation that workers should have at work."

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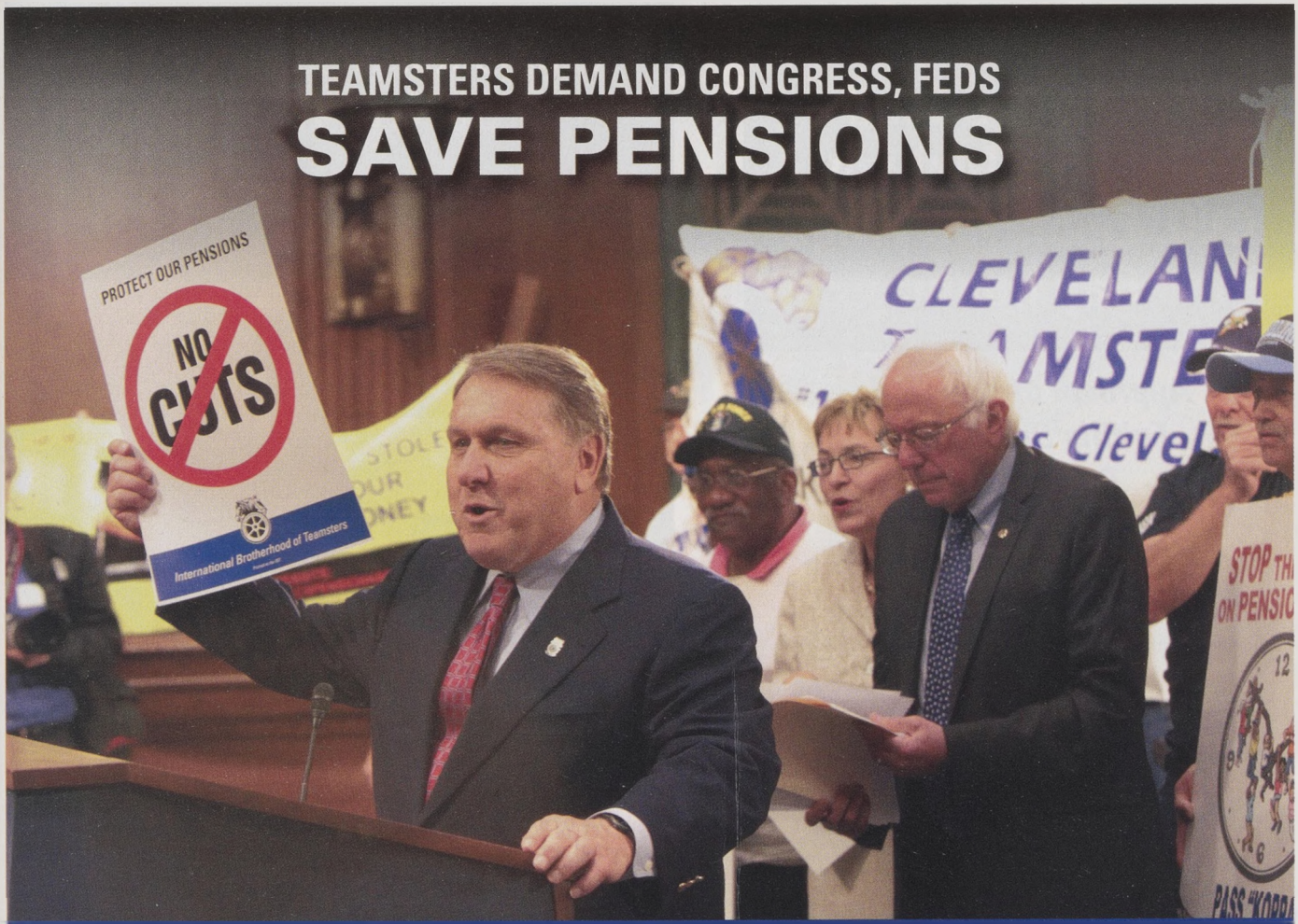
TEAMSTERS DEMAND CONGRESS, FEDS
SAVE PENSIONS



Retirees, Union Leaders Team Up in D.C.

Hundreds of Teamster members and retirees came to Washington on September 10 to voice outrage over proposed rules governing pension cuts and support for legislation that would bolster multi-employer plans at the center of the dispute.

They gathered at both a Capitol Hill rally and a hearing hosted by the U.S. Treasury Department to share how legislation proposed by Sen. Bernie Sanders (I-Vt.) and Rep. Marcy Kaptur (D-Ohio) is needed and how they would be adversely affected by potential cuts to their retirements.

The "Keep Our Pension Promises Act" (KOPPA) would protect workers and retirees from cuts to their earned retirement benefits. The legislation would roll back provisions that were slipped into the fiscal 2015 spending bill approved by Congress last year that made earned pension benefits vulnerable to cuts.

Teamsters General President Jim Hoffa told workers during the Capitol Hill event that the federal government guaranteed pensions would be there for workers when they enacted the Employee Retirement Income Security Act (ERISA) more than 40 years ago and must not go back on that promise.

"You played by the book and they pulled out the rug," he said. "It is devastating. We've been fighting it. There was a promise made, and we've got to keep it."

Sen. Sanders, a Democratic presidential candidate, said KOPPA is key because it would protect retirees who could suffer from pension changes imposed by Congress late last year through no fault of their own. He said it would be a travesty to implement cuts that could reduce benefits by as much as 60 percent.

"Tens of thousands of retirees in the middle class today, who intended to retire in the middle class, could slip into poverty," he said. "That is unconscionable and we cannot allow that. We have got to send a very loud message."

Earlier in the day, Teamsters International Vice President John Murphy and others testified before a panel of federal officials representing the Treasury and Labor departments as well as the IRS and the Pension Benefit Guaranty Corporation. They urged panelists to do everything they can to protect retirees in failing pension plans.

If cuts are ultimately necessary, Murphy said they should be phased in slowly to minimize the burden on retirees and should be as low as possible to keep a pension solvent.

Teamsters Laud Decision Making CEO, Employee Wage Gap Public

Approval of New Rule Fulfills Dodd-Frank Requirement

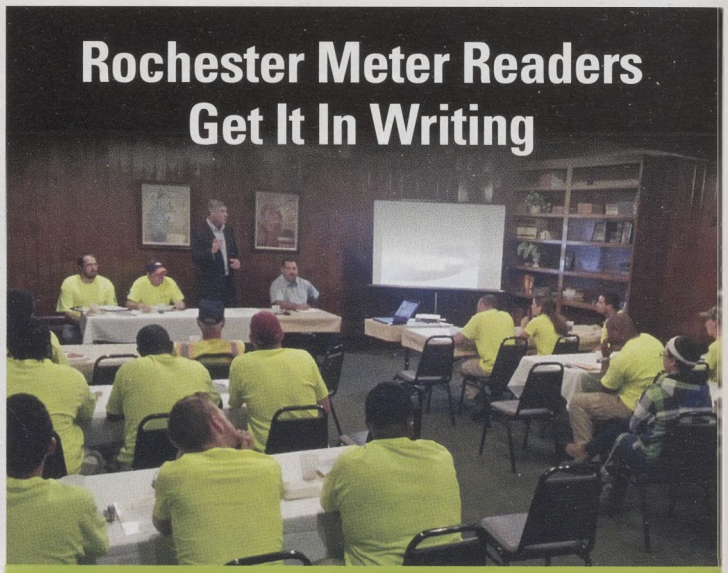
In a victory for corporate disclosure, the Securities and Exchange Commission (SEC) recently completed the CEO pay ratio rule required under the five-year-old Dodd-Frank financial law. The provision will require that companies reveal the pay gap between top executives and rank-and-file workers.

Companies for years have fought the SEC's implementation of the rule. But the agency rightfully implemented language that largely sides with the intent spelled out under Dodd-Frank. The Teamsters applaud the SEC efforts and say it will shine sunlight on the workings of corporations across the country.

"At a time when corporate profits are near an all-time high and income inequality is growing, employees and shareholders have a right to know whether companies are padding the wallets of executives at the cost of workers and the company's bottom line," said Ken Hall, General Secretary-Treasurer. "It's time we learn from the past failings that helped cause the Great Recession."

Under the new rule, companies will have to disclose median worker pay and compare it to CEO compensation. According to studies, the average CEO earned 373 times more than the typical U.S. worker in 2014. In contrast, CEOs in 1980 made 42 times more than the average employee.

Rochester Meter Readers Get It In Writing



LOCAL 118 RATIFIES FIRST CONTRACT FOR RG&E WORKERS

After months of contentious negotiations, meter readers at RG&E in Rochester, N.Y., are now covered under their first collective bargaining agreement with Heath Consultants, a Texas-based subcontractor that performs meter reading and other services nationwide.

The newest members of Local 118 stood strong when the original subcontractor lost its bid to Health Consultants shortly after the workers voted to join the union in 2013, said Andrew Ottenschot, an RG&E meter reader who led the organizing effort for the 60-person unit.

"Shortly after the vote we found out our employer had lost their bid with RG&E. Health Consultants immediately began a campaign against the Teamsters, petitioning the NLRB in an attempt to decertify our union election," Ottenschot said. "It was a long and difficult process to receive union recognition, but justice finally came when the company was ordered back to the negotiating table. Despite the odds against us, we managed to stay united."

The wait and solidarity would pay off at the bargaining table, said Ottenschot, noting he shows his Teamster pride by wearing a pin on his uniform while on the job. The three-year agreement contains guaranteed (and retroactive) wage increases along with incentive programs. In addition, the agreement provides significant job protection, seniority rights and dispute resolution language including binding arbitration.

"Despite the company attempting to break the unity of the group, the workers knew the best way to get ahead was to stay united and win a first contact. We have much more work to do, but we now have a solid contract to work from," said Local 118 President Paul Markwitz. "I couldn't be prouder of this unit and the gains they have made in their first Teamster contract. This is a great cornerstone for future contracts."

TEAMSTER AIRLINE MECHANICS FIGHT FOR SAFETY

TAMC Lobbies for Parity in Drug Testing, Moratorium on New Repair Stations

On August 26 and 27, members of the Teamsters Aviation Mechanics Coalition (TAMC) landed in Washington, D.C. to air their grievances and fight to improve airline safety.

TAMC Chairman Chris Moore led the effort to meet with a bipartisan group of policy experts and legislative staff. He was joined by International Representative and TAMC Board Member Bob Fisher; Gary Kagel, a member of the TAMC Steering Committee from Local 769; Tom Reid, a TAMC Steering Committee member from Local 210; and Greg Unterseher, a business agent from Local 1224.

The TAMC requested that global drug testing standards be brought into uniform parity so that testing can be fair and equal for all airline mechanics. Airline repair stations exist all over the world and many carriers based in the United States outsource their repairs to foreign countries. Each nation has different standards for their drug testing, some of which are lower that the standards in the United States.

Additionally, the TAMC lobbied for a moratorium on the certification of new repair stations worldwide following three consecutive reports by the U.S. Office of the Inspector General detailing an extensive failure by the Federal Aviation Administration (FAA) to properly oversee existing repair stations. The TAMC believes that if the FAA cannot oversee existing repair stations, new ones should not be certified until all of the existing stations are able to be examined for compliance on a regular basis.

Moore was pleased with the meetings and is hopeful that action on these items can happen soon.

"Our number-one goal is to improve safety and conditions for airline mechanics and the flying public. To that extent, these past two days have been full of productive and informative meetings with policy makers across the political spectrum and I'm hoping we can get some attention paid to these issues," Moore said.

Captain David Bourne, Director of the Teamsters Airline Division, applauded the efforts of the TAMC to pressure lawmakers on airline safety issues.

"I'm grateful for the work of the entire TAMC. The FAA needs to remember their commitment to the safety of the flying public. The efforts of the TAMC are important in keeping the spotlight on these issues," Bourne said.

The TAMC represents more than 18,000 aviation mechanics and related workers at seven airlines, including United, ExpressJet, Frontier, Horizon Air, NetJets, Piedmont Airlines and UPS. The Coalition will continue to fight for good working conditions for airline mechanics and safer skies.

For more information, visit www.teamsterair.org/tamc.

Fort Riley Veterans Graduate From Military Job Training Program

PROGRAM HELPS VETERANS TRANSITION TO CIVILIAN CAREERS IN TRANSPORTATION

Teamsters Union representatives attended a recent ceremony recognizing the graduates of a program that helps active military personnel transition to a career in transportation. The ceremony was held at the Army's installation in Fort Riley, Kan.

The innovative six-week program is the result of a partnership between the Teamsters Military Assistance Program (TMAP), the U.S. Army, Fort Sill, ABF Freight, Soldier For Life, the Department of Defense and the U.S. Army Training and Doctrine Command. The program provides commercial driver's license (CDL) instruction behind the wheel and in a traditional classroom setting. Trainings will be repeated for new classes throughout the year.

"We are proud to be able to assist with training the brave men and women who defend and protect our country for a career after they leave the military," said Jim Hoffa, Teamsters General President. "Our congratulations go to the first graduates of the training at Fort Riley."

Michael Yauger, National Director of TMAP, said the Fort Riley training is the result of the success seen at Fort Sill, the site of the first group of graduates this past January.

"I am gratified that we continue to assist in finding employment and career opportunities for those who have honorably served through the Teamsters Military Assistance Program. As a former soldier myself, I understand the pitfalls that all who have worn the uniform face upon their transition into the civilian sector. This unique military assistance program is a way for America to capitalize on the experience and professionalism of today's all-volunteer military at no cost to the tax payers or to those who have honorably served," Yauger said.

"I am extremely proud of the five cohorts who have graduated from the TMAP/ABF Freight programs at Fort Sill and Fort Riley. These men and women are entering a workforce as trained professionals, bringing with them the invaluable skills the military teaches and those honed through this unique program," said Col. Adam Rocke, Special Assistant to the Chief of Staff of the Army and Director of the Soldier for Life Program.

An estimated 1 million soldiers will leave the Army over the next decade. Veterans bring knowledge, skills and experience back from their service, and many active military members already possess the foundation for successful careers in transportation.

Once the CDL is earned by a participant, the union and ABF Freight provide job placement assistance within the nationwide ABF Freight network. Other transportation providers are expected to join the program in the future. With more than 130,000 soldiers transitioning from military service to civilian life annually, this program will help meet a critical need.

For more information, visit http://teamster.org/tmap.

"THE DEVIL IS HERE IN THESE HILLS" REVIEW

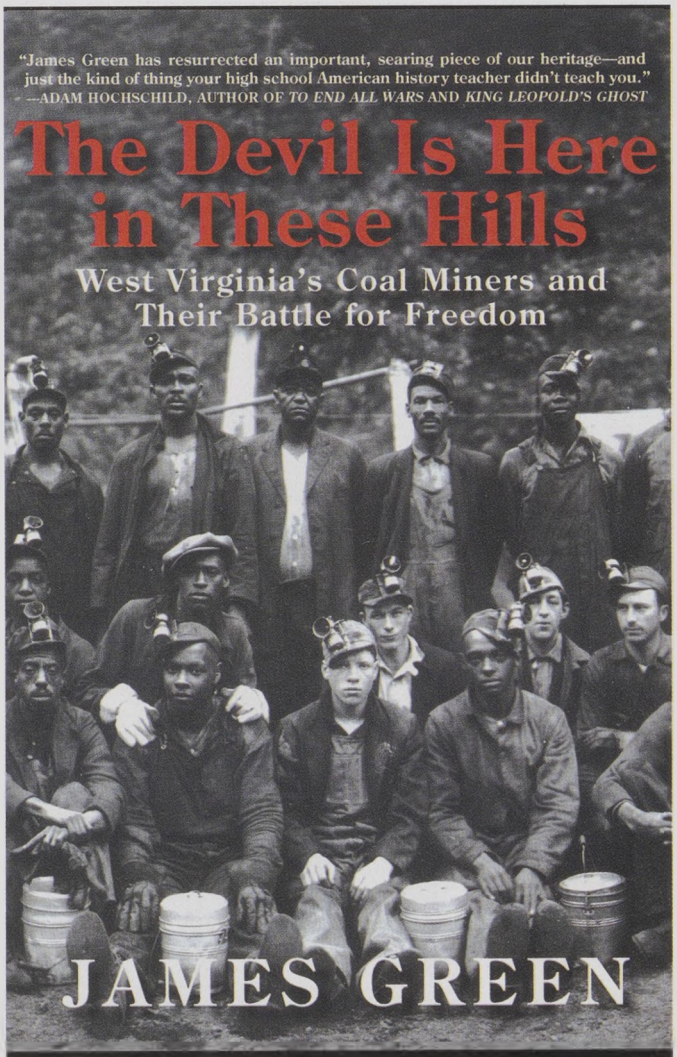
The current assault on workers' rights is the latest chapter in a long and ugly history. In that history, the battles that raged across southern West Virginia in the early 20th century stand out as among the most vicious labor conflicts in the American past. Operators in the nonunion coalfields resolved to keep their mines union free, employing an arsenal of weapons to maintain the upper hand. The results were brutal. Appalachian coal country, one writer observed, was "an American heart of darkness."

Historian James Green vividly recreates this world in his compelling new book, "The Devil is Here in These Hills." West Virginia miners' list of grievances was long and depressing. Many lived in company towns, where owners' complete control made a mockery of democratic rights. Wages were low; working conditions were horrific, with accidents regularly taking the lives of hundreds of men and boys. Efforts to challenge the industrial order were met by brute force.

Those conditions and miners' determination to challenge them turned the region into a virtual war zone. Baldwin-Felts detectives, vigilantes and state militiamen occupied communities and broke strikes; blacklists and yellow-dog contracts routed out union organizers. Declarations of martial law empowered military officials to arrest and hold hundreds of trade unionists without charge. During a "mine war" in 1920, military officials banned the state's labor newspaper and police arrested anyone caught reading it. "The big advantage of this martial law is that if there's an agitator around you can just stick him in jail and keep him there," explained one government official. "Justice is dead, freedom is a thing of the past, and liberty is but a dream of the future," a local labor journalist concluded.

The book is "more than another gruesome chapter in the history of American violence," Green argues. It is "the story of a people's fight to exercise freedom of speech and freedom of association in workplaces where the rights of property owners had reigned supreme." He recounts the efforts of countless men and women to contest the mine owners' reign of terror. But their challenges proved no match for the power of the mine operators and their allies in state government.

Until, that is, the coming of the New Deal. A changed political environment, one that was far less anti-labor than the one that preceded it, allowed a revitalized United Mine Workers of America in 1934 to organize West Virginia's miners, win union recognition and engage in collective bargaining. Wages rose; working hours fell; safety improved; and the reign of armed company guards came to an end. The "Bill of Rights finally had real meaning to the people who lived and worked in the coal country of West Virginia," Green concludes.



James Green, "The Devil is Here in These Hills: West Virginia's Coal Miners and Their Battle for Freedom" (New York. Atlantic Monthly Press, 2015)

What West Virginia's miners "could not have understood at the time was that their struggle would broaden and deepen the meaning of freedom in all of industrial America," Green tells us. In the current anti-labor climate, the lessons Green recounts are well worth remembering.

Eric Arnesen is the James R. Hoffa Teamsters Professor in Modern American Labor History at The George Washington University

TEAMSTER STRONG AMERICA STRONGER

TEAMSTERS LAUNCH "LET'S GET AMERICA WORKING" CAMPAIGN

Today, the more than 1.4 million members of the International Brotherhood of Teamsters earn pay and benefits that give them dignity and allow them to live a middle-class lifestyle. If this were true of more American workers, our economy and our country would be better off.

This is the message the Teamsters intend to bring to the entire American workforce as part of the union's new "Let's Get America Working" campaign: It is a fact that when unions are strong and workers are earning more for their labor, our country's economy benefits. The catchphrase "Teamster Strong, America Stronger" sums up that sentiment.

"Our union is getting fully behind an effort to put U.S. workers at the forefront of economic expansion," said Jim Hoffa, Teamsters General President. "That means creating new jobs that pay a salary that can support a family, and having a system in place that allows those who work hard and play by the rules to have the ability to send their kids to college and retire with dignity."

The roots of the American middle class' economic decline are decades in the making. Spurred by a decline in union membership, fewer manufacturing jobs and an increase in the service economy, it has gotten harder and harder for workers to make ends meet. And those changes have been exacerbated by trade deals like NAFTA that have led to more than a million lost jobs.

Crumbling Infrastructure

At the same time American workers' fortunes have been declining, our nation's infrastructure has been on a similar downward trend. Our roads, bridges, power grids, as well as our ports and rail systems, are all in critical need of restoration and repair. Both Republicans and Democrats agree that America's infrastructure needs fixing.

The Teamsters have put forward a platform that calls on America to invest in itself and its citizenry. By building roads, power plants and water treatment facilities, for instance, our nation can improve the fortunes of both working people and big business.

Improving the outlook for U.S workers isn't about creating millions of minimum-wage jobs. It is about creating sustainable, skilled employment that allows Americans to earn a fair wage with benefits that allows them to pay for housing and food on the table and sustain a middle-class lifestyle. Historically, a healthy middle class translates into a healthy economy.

The U.S. Labor Department's own statistics support the initiative. The median union worker earns more than $200 a week more than the median nonunion worker. That's an extra $10,000 a year that goes into the pockets of union workers. These jobs also offer health benefits and retirement security. That extra money ends up powering our country's economy.

If the Teamsters are going to strengthen the labor movement and the nation's economic outlook, the union needs to support bipartisan policies that will encourage good job growth. And it must put the current and future generations of workers in a position to succeed in the workforce by giving them the skills they need.

Finding Solutions

There was a time when building infrastructure and improving job training and education weren't partisan issues—they were American values, something we all supported. But like our country's infrastructure, our government is broken and must be fixed. Partisan bickering has replaced finding solutions.

"Something has got to change in the way our government operates and the direction we are heading as a country," said Ken Hall, Teamsters General Secretary-Treasurer. "As we enter the 2016 election cycle, it is time to put lawmakers and candidates from both parties on notice. It's time to get America working again."

Infrastructure presents an opportunity to break the political gridlock. Congress recently approved a three-month extension of the Highway Trust Fund that provides a temporary patch until

the end of October for the continuing issue of road and rail funding. But it is not a real solution.

Since 2008, Congress has transferred more than $62 billion from the general fund to keep the Highway Trust Fund afloat, and it has been more than a decade since Congress has passed a highway bill more than two years in duration. Meanwhile, the transportation system continues to crumble and the safety of those who work and travel along the vast network of U.S. roads and rails is being jeopardized.

Americans have seen Republican lawmakers, including Reps. Jim Renacci of Ohio and Lou Barletta of Pennsylvania, as well as business interests like the Chamber of Commerce, call for infrastructure investment. We've heard Democrats like Minority Leader Harry Reid call for transportation funding. The Obama administration has put forward a six-year plan that would increase transportation funding by 45 percent, while Sen. Bernie Sanders (I-Vt.) has offered his own proposal that would spend $1 trillion over five years to get the U.S. moving. Now we need to make it happen.

This is just one of the areas where the Teamsters believe lawmakers from both parties can find common ground. The union also sees an opportunity for Congress to come together and address issues like energy and water infrastructure, labor rights, retirement security and education as well. The Teamsters will work with Republicans and Democrats to advance these goals.

A New Vision Is Needed

Hardworking Americans find themselves at a crossroads. With the 2016 elections looming, they need to carefully consider their options to help turn the U.S. economy in a positive direction. A new vision is needed for the future. The Teamsters' platform is such a proposal.

"Let's Get America Working" is more than a Teamster slogan—it should be a mantra that inspires workers and elected officials to push forward with an agenda for a better economy, a stronger country and a better way of life.

Infrastructure investments are an ideal place to start. Infrastructure jobs, unlike those in other sectors, can't be outsourced. They improve living standards for all Americans, including the men and women who help to repair and maintain roads, bridges, ports, airports and mass transit systems, along with those who earn a living transporting goods and the vast majority of Americans who use our transportation networks every day.

Rebuilding, repairing and reinvestment doesn't just need to be about transportation and energy projects—it can be about rebuilding and repairing the trust between government and workers by reinvesting in the people that have and can continue to make this country great. Better pay will lead to more spending and improve our quality of life. That way everyone wins.

Now is the time to build, maintain and repair America!

FIXING OUR TRANSPORTATION INFRASTRUCTURE

DETERIORATING ROADS, BRIDGES PUT TEAMSTERS AT RISK

Our nation's roads, bridges, ports, airports, railroads and mass transit systems are crumbling. Most Americans use these systems every day, including hundreds of thousands of Teamsters, be it as truckers, railroad workers, bus drivers, building tradesmen and others. Our nation's failure to maintain and improve our infrastructure is reaching crisis levels.

The issue is growing more significant every year, as drivers across the country are experiencing longer and longer commutes. The total cost of congestion nationwide was $121 billion in 2011, according to the Texas Transportation Institute. Meanwhile, 2.9 billion gallons of fuel were wasted in congested traffic, which according to the same study costs the average consumer $818 a year.

To adequately maintain our transportation systems, the Congressional Budget Office says an additional $13 billion a year needs to be invested by federal, state and local governments. However, surface transportation investment actually has declined at all levels of government between 2002 and 2012, when adjusted for inflation.

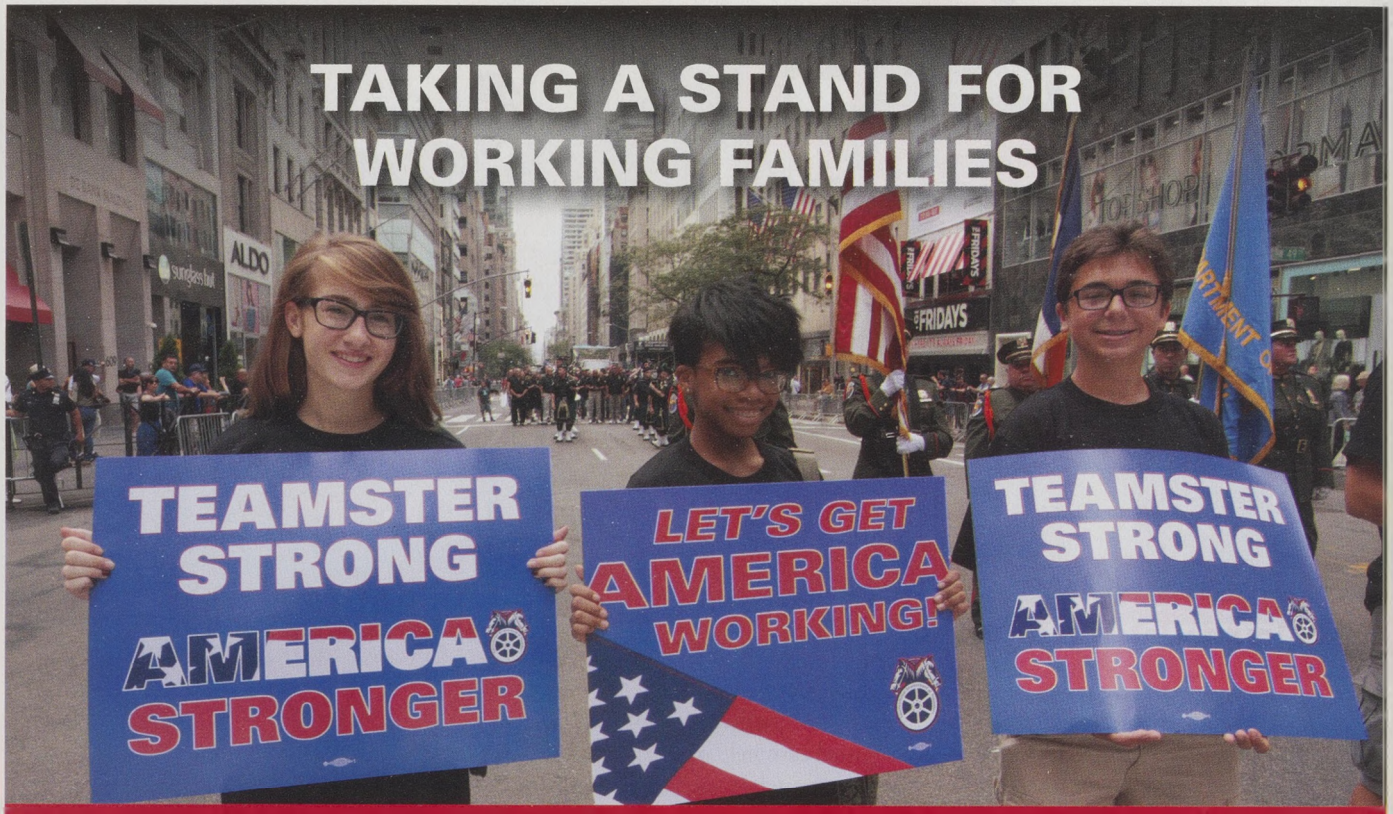
The American Society of Civil Engineers (ASCE) estimates that $3.6 trillion should be spent on infrastructure by 2020 to get the U.S. back on track. The Teamsters demand that Congress fully fund transportation infrastructure improvements immediately.

Congress has multiple options for funding infrastructure. Taxing repatriated corporate cash held overseas or increasing the gas tax are two such options. Paying more fuel taxes would hit the average wage earner harder than everyone else. Therefore, a progressive tax solution like taxing repatriated funds is the preferred solution.

Among the top transportation concerns:

- 61,000 structurally deficient bridges nationwide, crossed by 215 million vehicles each day, according to the American Road & Transportation Builders Association;
- 54 percent of urban roads in substandard or out-of-date condition, according to "TRIP," a national transportation research group;
- $100 billion annually lost due to substandard roads;
- Rail infrastructure supporting an increased volume of oil tanker cars, which have increased from 9,500 in 2008 to more than 400,000 in 2013, according to the Brotherhood of Maintenance of Way Employes, but without sufficient structural improvements to the rail system; and
- Mass transit ridership increased by 37 percent since 1995, according to the American Public Transport Association, without sufficient structural improvements to meet the increased volume.

TAKING A STAND FOR WORKING FAMILIES



MISCLASSIFICATION, PREVAILING WAGE ISSUES MUST BE ADDRESSED

Although Republicans and Democrats often disagree on how the law should support the rights of workers to organize, there is a growing consensus that businesses should not be allowed to circumvent basic employment laws. For example, the Republican-controlled Georgia state legislature is investigating whether companies in that state deliberately misclassify employees as "part time" or "contractors" in order to avoid paying minimum wage or payroll taxes.

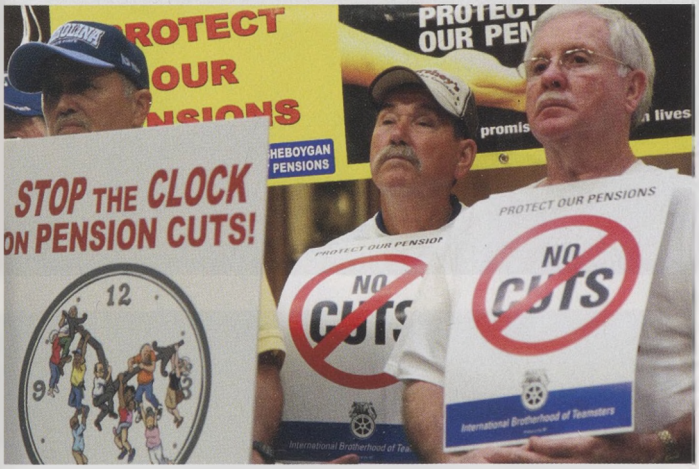
Companies that engage in misclassification are not paying their fair share. By not paying payroll taxes, employers shirk their responsibility to contribute to state unemployment or disability funds. That leaves taxpayers on the hook to provide services for those who lose their jobs or cannot work. It means that law-abiding employers are punished in the marketplace by lawbreakers that cut costs illegally. The Teamsters believe that employees should be treated fairly, that the letter and spirit of employment law should be upheld, and that deliberate violations of employment law should be punished to the fullest extent possible.

There is also the battle over prevailing wage rules. In states such as Indiana, Nevada and West Virginia, too many lawmakers are buying into the argument that low wages for skilled professionals are OK if it means the state will save money. This at a time when many states are doling out tax breaks to corporations raking in record profits.

In addition, the Teamsters support the continued use of project labor agreements (PLAs) in government construction projects. PLAs ensure that workers get paid a fair wage at a time when income inequality is increasing in this country.

GOLDEN YEARS

RETIREES SHOULD GET WHAT THEY HAVE EARNED



Workers should have enough money to live comfortably when they retire. All hardworking Americans should share in the American dream of living their golden years without fear of bankruptcy or poverty. But with pensions under attack and Social Security's future uncertain, many questions remain about whether that will be a reality for millions of Americans approaching retirement age.

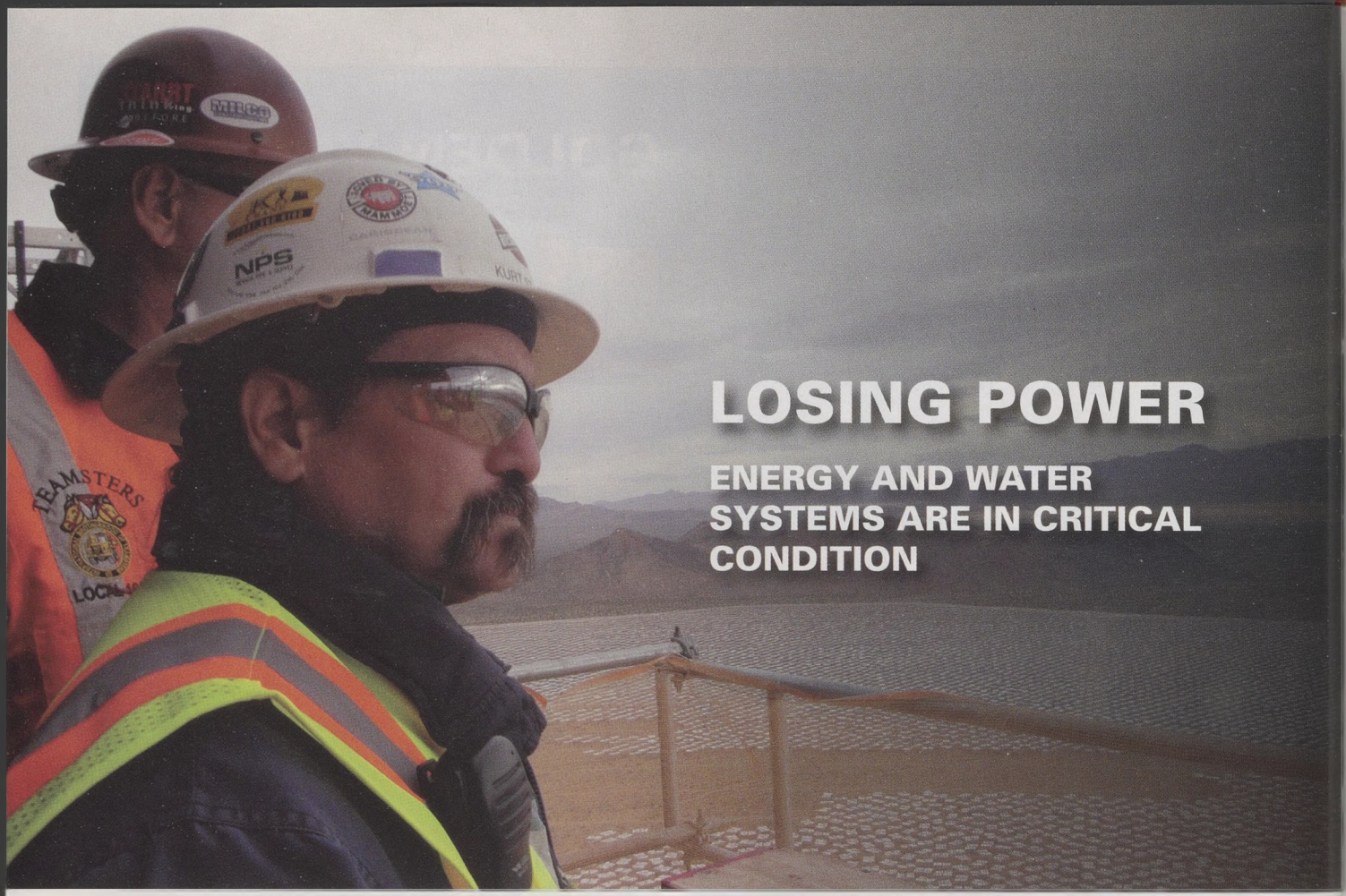
The federal government must take steps to guarantee that those who played by the rules and were promised retirement benefits have financial security when their working days have ended. That means strengthening Social Security and ensuring that workers get the benefits they earned from their pensions.

Social Security helped to pave the way for middle class retirement security. But that kind of basic living standard will not continue unless significant changes are made, like doing away with the income cap so that truck drivers and millionaires pay comparable payroll tax rates. Today, with the income cap on Social Security contributions, a truck driver might be taxed on 100 percent of his or her income, while a private equity fund manager pays on only 1 percent of his or her income. That regressive tax policy, when we face a retirement security crisis, has been harmful to American workers and the American economy.

Meanwhile, financial institutions have declared war on pensions. Wall Street teamed up with big business last December to push through a federal spending bill that attacked workers' pensions and put their retirement at risk. The same Wall Street banks that rake in hundreds of millions of dollars managing pension funds lobbied to reduce pension benefits for the people whose hard work created those funds. Congress did the bankers' bidding and reduced benefits, but the banks get to keep making millions on the backs of the very pensioners whose benefits were cut. That is unfair, unjust, and un-American.

The Teamsters support the efforts of Sen. Bernie Sanders (I-Vt.) and others who want to protect the pensions of retirees enrolled in multiemployer pension plans by revamping provisions included in the federal budget last year.

Retirees should get what they were promised.



LOSING POWER

ENERGY AND WATER SYSTEMS ARE IN CRITICAL CONDITION

A shortfall in energy investment will cause major problems for the American people if left unaddressed. The power industry needs to spend $2.1 trillion by 2035 to modernize the electrical grid and prepare for more renewable energy, according to the International Energy Agency. Meanwhile, ASCE gives the nation's energy infrastructure a barely passable D+.

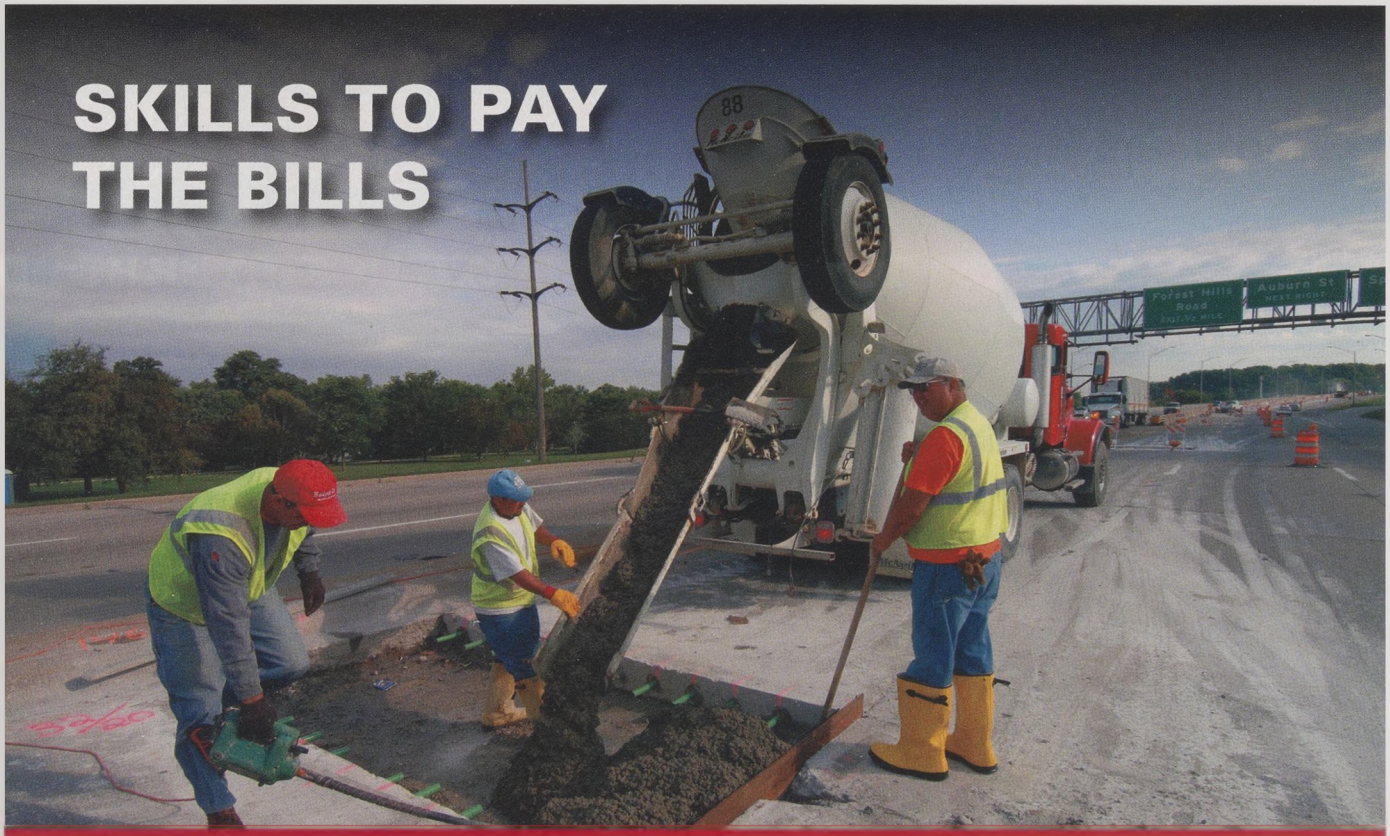
A comprehensive, bipartisan energy bill could be introduced in the 113th Congress. Among other key provisions, to maximize job creation, a comprehensive energy bill should:

- Promote energy independence by responsibly increasing domestic oil and natural gas production;
- Invest in renewable energy resources like solar and wind as well as low-emission energy sources like natural gas and nuclear energy;
- Invest in new technologies like carbon capture and sequestration, which allow for continued use of clean-burning coal;
- Upgrade the nation's power grid;
- Upgrade energy delivery infrastructure like pipelines and transmission lines; and
- Ensure power utility reliability and protect against increased energy costs to consumers.

Regarding water, recent historic droughts in the West demonstrate why a shortage of this essential resource threatens our agriculture, environment and standard of living. California has put mandatory conservation policies in place to help control its minimal reserves. Other Western states are experiencing similar, if not quite as severe, water shortages.

The lack of water supply demonstrates why lawmakers must look for other solutions. These include significant improvements to existing water infrastructure and the construction of desalinization plants, such as those developed in arid regions of the Middle East and around the world, to help California and other states supply water to tens of millions of residents.

SKILLS TO PAY THE BILLS



BETTER TRAINING LEADS TO BRIGHTER FUTURES

To fill 21st century jobs, workers need the skills employers seek. For many, those can be attained by attending college and earning a degree that prepares them for the working world. Increasingly, however, cost is a consideration and Congress needs to do more to ensure student loan rates remain low so students can better afford their post-secondary schooling.

A college degree, however, is not the answer for all people. The Teamsters are at the forefront of worker training, such as our commercial driver's license training program for those leaving the military, recognized by the Department of Defense as an outstanding program. But there is a need to boost vocational training for the U.S. population at large.

It should be the goal of lawmakers across the political spectrum to encourage youth not pursuing post-secondary academic studies to obtain training in a skill area that will provide them with the opportunity to earn a living wage and a career track that will ultimately give them a foothold in the middle class.

Better worker training means better services and safety for all Americans. Labor unions like the Teamsters make it happen every day. Imagine that you are driving down an icy road late at night. You see an 18-wheeler semi driving towards you. Ask yourself this question: Do you want the driver of that truck to be a part-time contractor, or a Teamster who has received top-level training, along with sufficient rest the night before?

The choice is clear. A Teamster behind the wheel makes the road a safer place for you to drive. Worker training, particularly through labor unions like the Teamsters, is good for workers and good for America.

BOSTON STRONG

MORE THAN 1,100 TEAMSTERS UNITE IN SISTERHOOD

Joleen Lumadue wears her Teamster pride not on her sleeve, but on her arm. The member of Local 384 in Norristown, Pa., who traveled to Boston to attend the 2015 Teamsters Women's Conference, points out the tattoo of the Teamsters horse heads on her bicep, and reflects on Teamster strength.

"Teamster strength is about pride, community and building on what we have. I enjoy this conference because we connect, share and learn from each other," Lumadue said.

Lumadue was one of more than 1,100 Teamsters from the United States, Canada and Puerto Rico who attended the 15th annual Teamsters Women's Conference. The popular conference features an exciting three days of solidarity, sisterhood and strength.

"This conference gets bigger and better every year. This is about coming together, seeing each other and sisterhood," said Jim Hoffa, Teamsters General President. "We're successful because we are a big, strong union and we're fighting for workers every day—that's what you do."

Becky Strzechowski, Director of the Teamsters Women's Conference and International Vice President, welcomed the crowd of Teamsters to the annual event and Boston.

"There is always something new to learn at this conference every year. They're never the same. We always learn, and gain guidance and wisdom from our fellow Teamsters," Strzechowski said. "We are going to have fantastic speakers, dozens of dynamic workshops and union-building opportunities to share ideas, grow and learn."

TEAMSTER STRONG

D AT ANNUAL WOMEN'S CONFERENCE

This year's conference was hosted by New England Teamsters, with special thanks to the Joint Council 10 and Teamsters Local 25 Women's Committees for their work in planning the event.

On stage, Strzechowski presented a plaque to Joint Council 10 Secretary-Treasurer Dave Laughton, International Vice President and Local 122 Secretary-Treasurer John Murphy, and International Vice President and Local 25 President Sean O'Brien, for hosting the conference in Boston.

Powerful and Proud

The spirit of Boston was incorporated into the theme of this year's conference, "Boston Strong, Teamster Strong," and each speaker exhibited the resiliency and determination for which the city is known.

The audience gave a rousing applause for Ayanna Pressley, Boston City Councilor At-Large, and the first woman of color to be elected to the council in its 105-year history. Pressley gave an emotional speech about overcoming a difficult and abusive childhood to succeed in life.

"Teamster women, your courage, bravery, hard work and dedication inspire me, and not just another wave of leaders, but our girls. In order for our girls to be it, they must see it," Pressley said. "You are leaders, change agents, powerful Teamster women and you are my sisters."

Sen. Elizabeth Warren (D-Mass.) addressed the Teamsters through a special video message, praising their strength.

"You should be proud of what you've achieved. This conference is a terrific opportunity to learn new skills to grow and strengthen the labor movement when you return home. This is powerfully important because now more than ever, the U.S. needs a strong labor movement," Warren said.

Maura Healey, the newly elected Massachusetts Attorney General, also commended and acknowledged the union and its female members.

"The Teamsters is a union that looks after its members and their families, and you are a family. I know you need partners in government and at all levels, and you have a partner in me," Healey said. "This is a union that celebrates and empowers women."

"We are like a family. It's amazing attending this conference because everyone is so welcoming to each other," said Jill Greenlees, a coach driver and member of Local 31 from Prince George, British Columbia, Canada. "Where I'm from, there are rural roads and if you see someone stuck, you stop and help them. I see the same thing with the Teamsters; we help one another."

"This is my first conference, and I'm really excited to take away a lot of information," said Linda Harry, a member of Local 767 in Forest Hill, Texas, who works on electronic components for airplane seats. "I went to the workshops and learned about FMLA and ADA, and how to deal with difficult situations in the workplace."

"This is my fourth women's conference and it's an honor and exciting to have it here in Boston, because this is definitely a Teamster-strong city," said Wanda Caban, a member of Local 122 who works for the Boston Housing Authority.

Boston Strong, Teamster Strong

"The Teamsters Joint Council 10 and Local 25 Women's Committees worked very hard this year to put on a great conference and we are happy to welcome more than a thousand Teamsters to Boston and the women's conference," said Trish DiSilva, who works at Local 25 and is actively involved in the committees, along with many other Teamsters throughout New England.

Before most of the city was even awake on a Saturday morning, Teamster strength was in full gear, as Teamsters laced up their sneakers and ran to the finish line of the Boston Marathon. It served as a moving tribute to the victims of the Boston Marathon bombing.

O'Brien talked about how Boston persevered through the 2013 tragedy. Upon hearing that a hate group was going to protest the funerals for the bombing victims, O'Brien and Local 25 put out the call, and 1,000 Teamsters showed up to link arm-in-arm and form a human shield to protect the victims and mourners.

O'Brien then introduced Heather Abbott, a woman who lost a leg in the bombing during the second blast. Abbott told her inspirational story of survival and how she navigated the aftermath of the bombing, including the physical and emotional toll that it took. Abbott has started a foundation to help provide prosthetic limbs to those in need, since the costs can be exorbitant.

"I have used the bombings as a platform to help others," Abbott said.

Inspired Meeting

"Teamster women are dedicated members and leaders. You're motivated and you know how to get things done. You play such an incredibly important role," said Ken Hall, Teamsters General-Secretary Treasurer, noting that Teamster women were critical in the fight to protect working people and preserve the middle class. "Teamster women led fights at Taylor Farms, at school bus companies and as public employees—everywhere there's a fight, Teamster women will be a part of that fight, and we thank you for it."

Since last year's Women's Conference in Chicago, more than 30,000 workers have organized with the Teamsters, and thousands more are currently organizing at Clark County School District in Nevada, at the ports, casinos, the waste industry and countless other industries. Women are leading those efforts, and a number of these women spoke at the conference.

"We are among the over 11,000 Clark

County School District support staff employees who need and deserve true representation," said Diane Striegel. "Our struggle is real and we are going to be Teamsters."

While only one in nine women in the U.S. has union representation, a recent Institute for Women's Policy Research report confirmed what is well-regarded knowledge that women in unions fare better, receiving better pay, and greater access to employer-provided health insurance, paid sick leave and retirement, among other gains.

Women not only gain through union membership, when they become Teamsters, they are able to give back.

"Being a Teamster means having strength at my job and with my family. It's the opportunity to be a better woman, mother, friend and co-worker," said Dana Tinney, a member of Local 519 in Knoxville, Tenn., who works at UPS.

Through the generous donations of Teamsters, the Joseph Lee School in Dorchester, Mass., received more than $7,000 and school supplies at the conference. The collection was coordinated by the International Teamsters Women's Caucus.

The Joint Council 10 Women's Committee works closely with and shares members with the Boston-based Local 25 Women's Committee. Alice Riley-King, emeritus president of Local 42 in Lynn, Mass., heads up the Joint Council 10 committee, which actively pursues projects that make a difference.

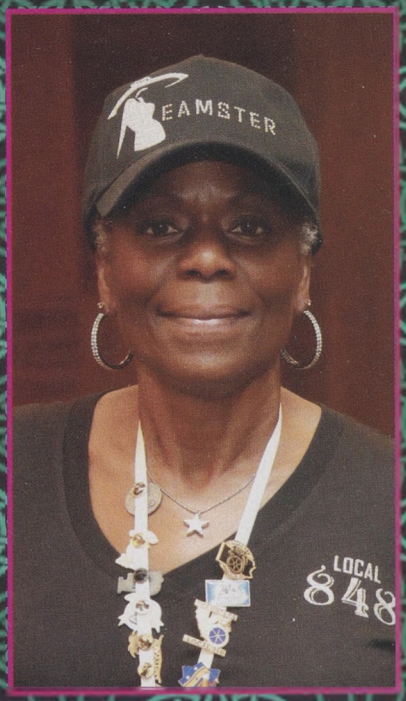
"We support charities, our communities and our union," Riley-King said.

One of those causes is the Magical Moon Foundation, where Teamsters volunteer with children who are fighting brain cancer and other physical battles. A few of those children told of their journeys, demonstrating their positivity and courage, and thanked the Teamsters for their support.

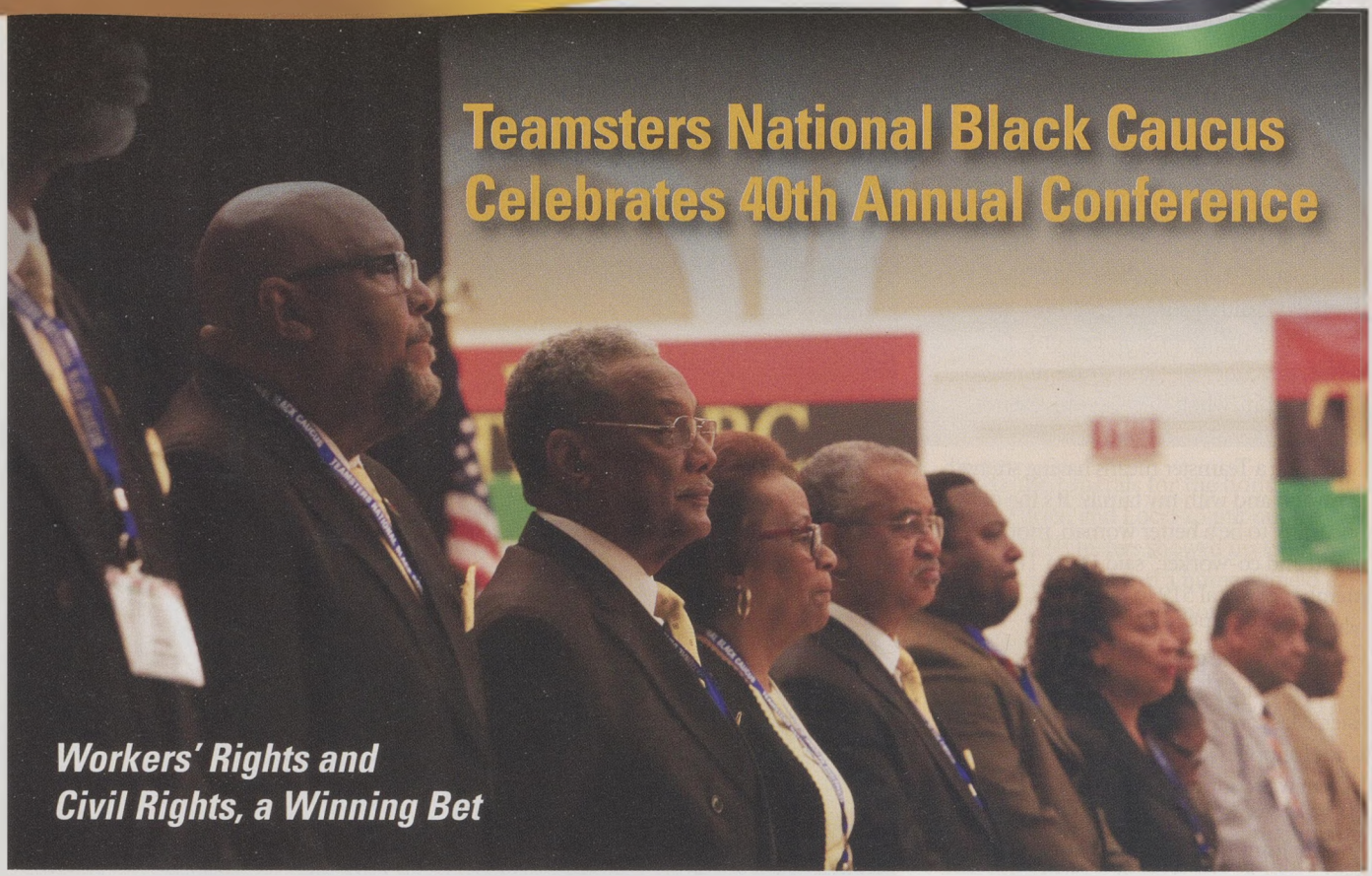
Traci Place, a business agent with Local 340 in Maine, works with Teamster women throughout New England to run a huge annual statewide food drive to benefit the hungry.

"Teamster strength is about all of us coming together for the greater good and raising everyone up," Place said.

For full coverage of the 2015 Teamsters Women's Conference, visit: http://teamster.org/events/2015/teamster-womens-conference



Teamsters National Black Caucus Celebrates 40th Annual Conference



Workers' Rights and Civil Rights, a Winning Bet

Teamsters from across the country gathered to celebrate the 40th annual conference of the Teamsters National Black Caucus (TNBC) in August. This group of delegates and members of the Teamsters Union has always been dedicated to education, outreach, empowerment and equality.

"This is the largest crowd I have ever seen," said Ferline Buie, International Vice President and President of Local 922 and Joint Council 55. "Every year the conference grows and becomes better."

This year's conference focused on workers' right and civil rights. As in years past, those in attendance return to their communities and share the information they learned. This year, more than 700 Teamsters attended.

There were two sessions of workshops to educate members and delegates, with a variety of topics, including: organizing, member orientation, how the union can help impaired workers, diversity, social media organizing, financial issues, how to plan a conference and others.

Attendees heard about the importance of getting active and working collaboratively, as well as the need to educate the younger generation about the importance of unions. Legislative victories were also discussed, such as new laws on misclassification.

"We must get the youth involved with the labor movement to continue the fight for workers' rights and civil rights. The young people are the future of the Teamsters Union," said Natalie Kohn, a member of Local 947 in Jacksonville, Fla.

George Miranda, President of the Teamsters National Hispanic Caucus, spoke about the important role of the TNBC, along with the Hispanic Caucus, the Women's Caucus and the LGBT Caucus.

"You do the work both in society and within the Teamsters to ensure the gains of workers. Our union is strong because of this diversity," Miranda said. "We need to stand with and speak for all workers if we want them to join our movement."

A highlight of the conference for many was the opportunity to hear from the family of Viola Liuzzo. Liuzzo was the wife of Anthony Liuzzo, a business agent with Local 247 in Detroit. She took part in civil rights actions in Alabama, including Selma-to-Montgomery marches.

While shuttling people to and from events in 1965, she was murdered by members of the KKK for her involvement in the civil rights struggle. Two of her children shared stories of their lives before and after her death at the TNBC conference.

The last day of the TNBC Conference began with an inspirational sermon by Dr. D. Edward Chaney, Pastor of Second Baptist Church.

Pastor Chaney encouraged the hundreds of Teamsters in attendance to not get tired. No matter what they may be going through on the job or in life, to just keep going, and to not give up.

"Teamsters right now, we need to sow good seeds, we need to learn how to sow into each other," Chaney said.

For more information, visit www. gotnbc.com

TEAMSTERS LGBT CAUCUS

Having rights in the workplace is something that should be provided to all people, but for so many in the LGBT (lesbian, gay, bisexual and transgender) community, this is not always the case. Although LGBT rights in the workplace have come a long way, some in the community still face discrimination at work.

The Teamsters LGBT Caucus was formed with a vision of trying to "unify, educate and empower LGBT members of the International Brotherhood of Teamsters and the workforce at large."

For more information on the Teamsters LGBT Caucus and issues, visit teamsterslgbtcaucus.org

ORGANIZED IN A DAY

Dauphinais Concrete Workers Choose Teamsters Local 170

It didn't take long for 19 ready-mix cement truck drivers and mechanics in Sutton, Mass., to become card-carrying Teamster members. In fact, it only took one day.

Workers expressed their overwhelming interest in forming a union at Dauphinais Concrete. Shortly thereafter, Local 170 reached a card-check agreement with the company, wherein management agreed to stay neutral. This allowed local union representatives to meet with the drivers and mechanics before they started their shifts.

"In one day, the workers decided overwhelmingly in favor of Teamster representation," said Local 170 Secretary-Treasurer Mike Hogan. "We're excited to add 19 new drivers and mechanics to our already dedicated Teamster ready-mix workers with Local 170, and we are looking forward to moving forward quickly on contract proposals."

"There are several former Teamsters at the company that are excited to be back with the Teamsters Union," said Paul Stuart, an organizer with Local 170.

Tom Neil was a 16-year Teamster in a former job and he has worked at Dauphinais since 2013.

"The company has been growing since I've been here. I'm all for the union and I'm looking forward to being a Local 170 member again," Neil said.

This victory is the latest in a string of organizing wins for Local 170 in the past month. Workers who recently joined Local 170 include:

- High school administrators with Whittier Regional Vocational Technical High School in Haverhill, Mass., through card-check recognition;
- Sewer department workers with the city of North Brookfield, Mass.;
- Custodians with Spencer-East Brookfield Regional School District, through card-check recognition; and
- Workers at Danafilms, a plastic film manufacturer in Westborough, Mass.

These victories come on the heels of a victory for over 200 technicians at Saint Vincent Hospital in Worcester, Mass.

LOCAL 200

Super Aggregate

On Saturday May 30, 2015 truck drivers from Super Aggregate voted to become members of Local 200 in Milwaukee.

"In an environment of a right-to-work state there are still employers that see the benefit of a unionized workforce and employees that know the benefits of being a Teamster," said Teamsters Local 200 Secretary-Treasurer Tom Millonzi.

Once the vote was taken to become Teamster members, the group then voted on the newly proposed five-year labor agreement by the employer. The vote was 100 percent to accept the new contract.

There are currently 41 drivers in the group with the employer expecting to expand that number to over 50.

LOCAL 137

Waste Management

Drivers at Waste Management in Redding, Calif. voted by a 2-1 margin to join Local 137. The workers approached the local union in mid-July about joining the union, and Local 137 filed for an election on August 3, 2015. There are 36 drivers in the bargaining unit.

"Individually, we as drivers had no voice with management to create positive change in our working conditions," said driver Vincent Smith, a 27-year employee at Waste Management.

"This is a great victory for these hard-working employees," said Dave Hawley, Secretary-Treasurer of Local 137.

"Waste workers across the country are seeking protections on the job and the workers at Waste Management in Redding took the bold step of forming their union," said Ron Herrera, Director of the Teamsters Solid Waste, Recycling and Related Industries Division.

LOCAL 107

PSC Industrial Outsourcing

For the second time in four months, workers at a Philadelphia industrial cleanup company have joined Local 107.

On August 3, technicians at PSC Industrial Outsourcing voted 13-2 to join Local 107 in Philadelphia. The technicians work alongside drivers of vacuum/tanker trucks and clean up contaminated liquids under city streets.

The victory follows another at PSC, on March 26, when the drivers voted unanimously to join Local 107.

"The technicians want fair pay, improved benefits, fair treatment and a Teamster contract," said Chris Buschmeier, Local 107 organizer. "They were united and strong throughout the campaign."

The technicians make sure that utility crews are safe by cleaning up contaminated liquids and they help remove oil from transformers that get damaged, among other things.

LOCAL 630

Vistar

California warehouse workers and drivers at Vistar, a Performance Food Group (PFG) company, have to join Local 630 in Los Angeles. There are 71 workers in the bargaining unit and all but one participated in the Aug. 27 election.

"We are very happy to welcome our newest members at Vistar who worked so hard and overcame many obstacles to achieve this victory," said Ernesto Lopez, Secretary-Treasurer of Teamsters Local 630.

"As a collective group here at Vistar, we decided that it was time for the working-class individuals to stand up, for not only in what we believe in, but for our rights as working-class Americans," said Modesto Gabriel Carballo, a Vistar worker and active member of the workers' organizing committee.

BMWED

Indiana Railroad Company

Twenty-four maintenance of way employees with the Indiana Railroad Company are the newest members of the BMWED, a division of the Teamsters Rail Conference. The results of the vote were certified by the National Mediation Board on Sept. 3.

The new members are now a part of the BMWED's Allied Federation. They currently do not have a collective bargaining agreement setting wages and rules, instead working under a unilaterally imposed set of company policies.

"The BMWED is proud to be the elected representative of the maintenance of way employees on the Indiana Railroad Company," said BMWED President and Teamsters International Vice President Freddie N. Simpson.

LOCAL 282

Airgas

Drivers, plant operators and fillers at the Airgas facility in Islandia, N.Y., have voted to join Local 282.

"Nationwide, this company has recently changed their attitude toward their hard-working, loyal workforce and this vote is an example of what happens when employers disrespect their employees," said Keith Gleason, Director of the Teamsters Tankhaul Division.

"These workers recognized the only path to dignity, respect and security on the job was to join the 40 other bargaining units represented by the Teamsters at Airgas facilities," said Local 282 Business Agent Mike Bourgal.

LOCAL 773

Crothall Healthcare

A majority of janitorial workers working for Crothall Healthcare at Lehigh Valley Hospital in Allentown, Penn., have recently voted to be represented by Local 773. There are 233 total employees in the group which consists of staff members assigned in the cleaning crews, room preparation and as floor technicians.

"The workers at Crothall came to us because they wanted to be represented by a strong union and to win a contract that improves their wage rates and working conditions," said Brian Taylor, Trustee of Local 773.

Local 773 already represents 156 employees in the health care industry working at Hospital Central Services in Allentown.

MEMBERS
OF THE
TEAMSTERS UNION
FOR CIVIL RIGHTS
LOCAL 239
MEMBERS
OF THE
TEAMSTERS UNION
MEMBERS
OF THE
TEAMSTERS UNION
FOR CIVIL RIGHTS

DEAR CONGRESS,
CIVIL RIGHTS NOW, WILL GIVE US MORE.
OR WE'LL HELP MAKE CHANGE IN '64.
TEAMSTER LOCAL 743
CHICAGO

TEAMSTERS
WORLD'S
LARGEST
UNION
DEMANDS
JOB EQUALITY
FOR ALL

A New Chapter

Teamster History eBooks and Audiobooks Now Available

A cardinal rule for the labor movement, and for life in general, is that one must study the past in order to prepare for the future.

Over the years, the Teamsters Union has been privileged to call some very remarkable men and women Teamsters. The stories of their lives, their struggles, sacrifices and achievements helped build the foundation of the union and helped make North America a better place for all of us.

Now those stories are available to you in more ways than ever.

The Teamsters History Project, an expansion of the 100th anniversary celebration held in 2003, is an educational program designed to teach Teamster members about the legacy of their union and to give them a broader view of the role the union played in the shaping of the United States.

A part of that project is an ongoing history book series which includes biographies, photo collections and stories surrounding major events and issues.

So far, the union has released 15 books through the Teamsters History Project, and many of them are now available as ebooks and audiobooks. The books had a limited print run and members could get them through their locals. The books proved so popular, though, that the union needed to find a way to get them into member hands.

Now that they are available as ebooks, they are even free on most platforms.

The books are meant to educate people about the union's past to better understand how the Teamsters raised the standard of living for so many workers and their families. This is especially important today as workers are facing economic and job-related hardships similar to what their grandparents and great-grandparents struggled with in eras past. Taking time to study people and events from the past gives members a way to recapture the original aspirations of the union.

The series covers a wide range of topics from social justice and civil rights to community service, disaster relief and political activism, all through the eyes of members who dealt with these issues at the time.

All of the books in the series show the humanity and true spirit of Teamster leaders who are often relegated to history as two-dimensional characters, forgetting the integral role they played in improving the lives of working families.

The Teamsters History Project, through the book series and other activities and events, shows how important it is to meld future vision with historical context in hopes of reinvigorating the membership and creating a revival in the labor movement.

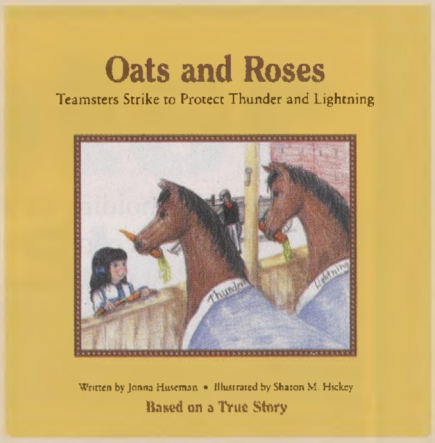
Teamster stories need to be told and appreciated. That is why the union developed the Teamster History Collection, a series of Teamster biographies and accounts of major milestones in the union's history.

The books take a closer look at the individuals and events that played a significant role in creating the Teamsters Union we know today.

The actions of Teamsters throughout history have made the union a truly inclusive one—something all Teamsters can take pride in.

The Teamsters Union invites you to join in the celebration of its heritage and learn from its legacy.

Teamster history books are available online at teamster.org/books or for your Kindle, Nook or other e-reader!



Oats and Roses

Newest Teamster Release is Children's Book

In 1910. Teamsters in Seattle went on strike to protect their partners—the horses who pulled their delivery wagons.

When their employer, the Seattle Transfer Company, tried to stop the horses from having their noon feeding, the Teamsters stopped working in protest. They even filed a complaint with the National Humane Society.

The strike was successful and the horses' lunch breaks were saved. And now, more than 100 years later, the Teamsters Union has released a children's book celebrating that struggle.

"Oats and Roses: Teamsters Strike to Protect Thunder and Lightning," was released in 2015.

"According to the men, the company has always put a feed bag in the wagons for the noon 'lunch' of the horses. The men claim that the company has now dispensed with the noon feed bag and that the horses are forced to work through the day without feeding. It was for this reason that the men walked out" on strike, according to a Los Angeles Herald report on the incident.

"The claim of the drivers was that to deprive the horses of their noon meal was inhuman," reported The Labor Digest in January 1911.

TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

The IBT is holding its International officer election. Delegates are being elected to the 29th International convention from every local in the International, and the delegates will vote by secret ballot to nominate candidates for International office. In the fall of 2016, every member will get to vote, by secret ballot, to decide the contested International officer positions.

What follows is campaign literature from **accredited candidates for International office.**

WHY IS THIS LITERATURE SENT TO ALL MEMBERS? Candidate material is distributed to all members to encourage informed participation in the International officer election, and to promote a fair, honest and open process. You are encouraged to seek out more information about your convention delegate candidates and the International officer candidates.

WHAT IS THE ACCREDITATION PROCESS? A member otherwise eligible to be a candidate can become an "accredited candidate" by obtaining signatures on petitions of at least 2.5% of the IBT membership eligible to vote for that office and submitting the petitions to the Office of the Election Supervisor for validation The signature thresholds were published on June 1, 2015. As of August 31, 2015, 38 candidates for at-large and regional International offices submitted petitions that were then checked, verified and counted by the Office of the Election Supervisor. The list of accredited candidates is posted at www.ibtvote.org. **This is not the end of the accreditation period. Candidates may still submit accreditation petitions, and the Election Supervisor may accredit candidates through December 15, 2015.**

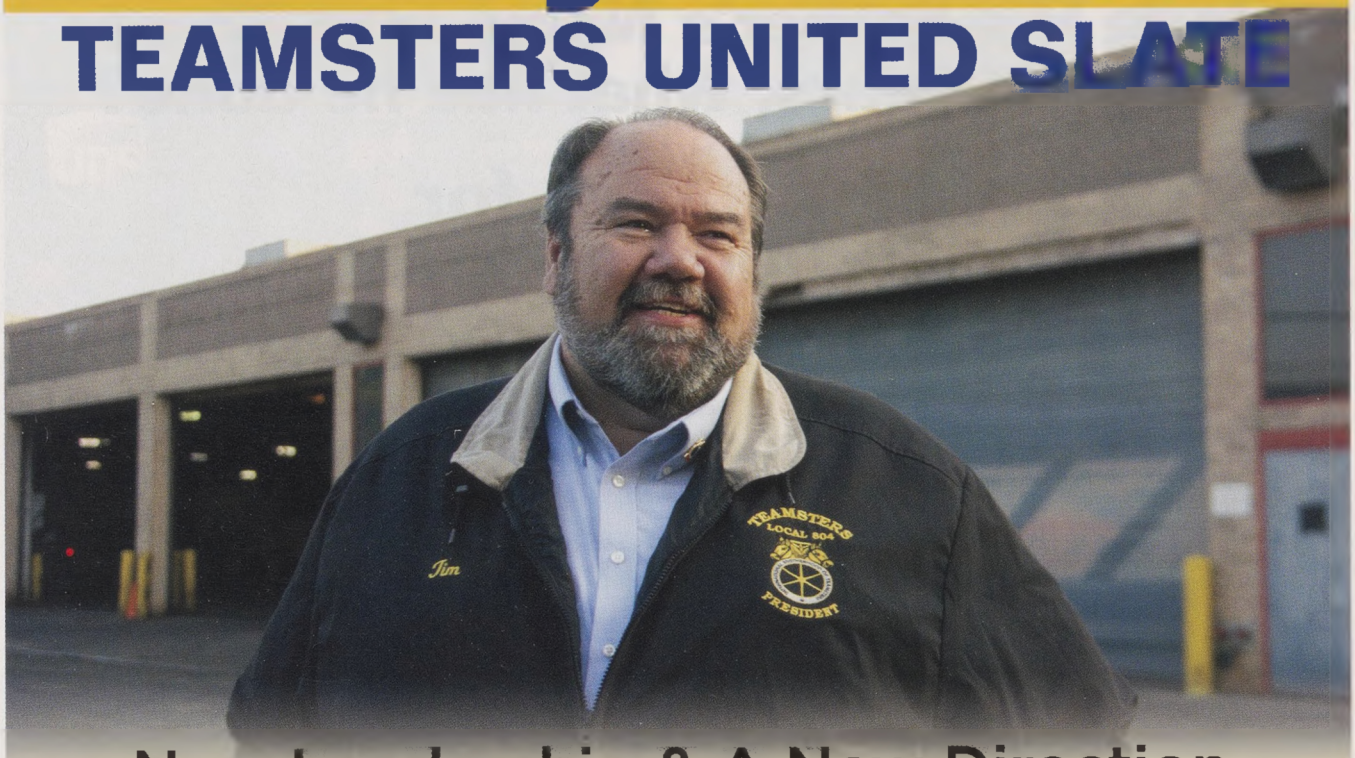
WHAT DOES "ACCREDITED CANDIDATE" MEAN? Accredited candidates have the right to publish campaign literature in this issue and the February 2016 issue of the *Teamster* magazine and to have the literature accessible from the IBT's website, www.teamster.org. The amount of space given to each candidate is set in the *2016 Election Rules*, and depends on the office the candidate seeks. Members in Canada no longer receive a magazine from the International, and the campaign literature is distributed to those members by newsletter. Accredited candidates for International office have the right to obtain a union membership list and to use it for the International officer campaign.

IS THE CAMPAIGN LITERATURE REVIEWED OR CENSORED? No. The ideas expressed in these materials are solely those of the accredited candidates. They do not in any way reflect the views of the IBT, any affiliated Unions, or the Election Supervisor. The IBT and the Election Supervisor did not in any way screen, edit, or alter this material. It comes to you straight from the accredited candidates.

Richard W. Mark
Election Supervisor

Tim Sylvester

TEAMSTERS UNITED SLATE



New Leadership & A New Direction

1. **Negotiate Strong Contracts & Benefits.** Stop the Hoffa-Hall contract givebacks and benefit cuts. Mobilize members to take on employers and win strong contracts.
2. **Enforce Our Contracts.** Hold employers to the contracts they sign.
3. **Fight for Teamster Pensions & Retirement Security.** Under Hoffa, members are facing the worst pension cuts in Teamster history. We will fight for Teamster pensions by winning strong contracts, organizing new members into our pension funds, and fighting for pension legislation that protects your retirement security.
4. **Take on the Nonunion Competition.** Launch long-term, nationally coordinated campaigns to organize the nonunion competition in trucking, warehouse, waste, beverage, construction and other core industries.
5. **No Blank Checks to Politicians.** Use Teamster political action funds to mobilize members and put the heat on politicians—not write them a blank check.
6. **Mobilize Members for Union Power.** Rebuild union power by mobilizing members. Start a nationwide Teamster University to train the best stewards, union reps, organizers and contract enforcers in the labor movement.
7. **No More Forgotten Teamsters.** Too many members feel like forgotten Teamsters. We will put the power of our International Union to work for Teamster members in every industry and of every race and gender.

Tim Sylvester TEAMSTERS UNITED SLATE

www.TeamstersUnited.org (718) 693-0400 www.facebook.com/teamstersunited

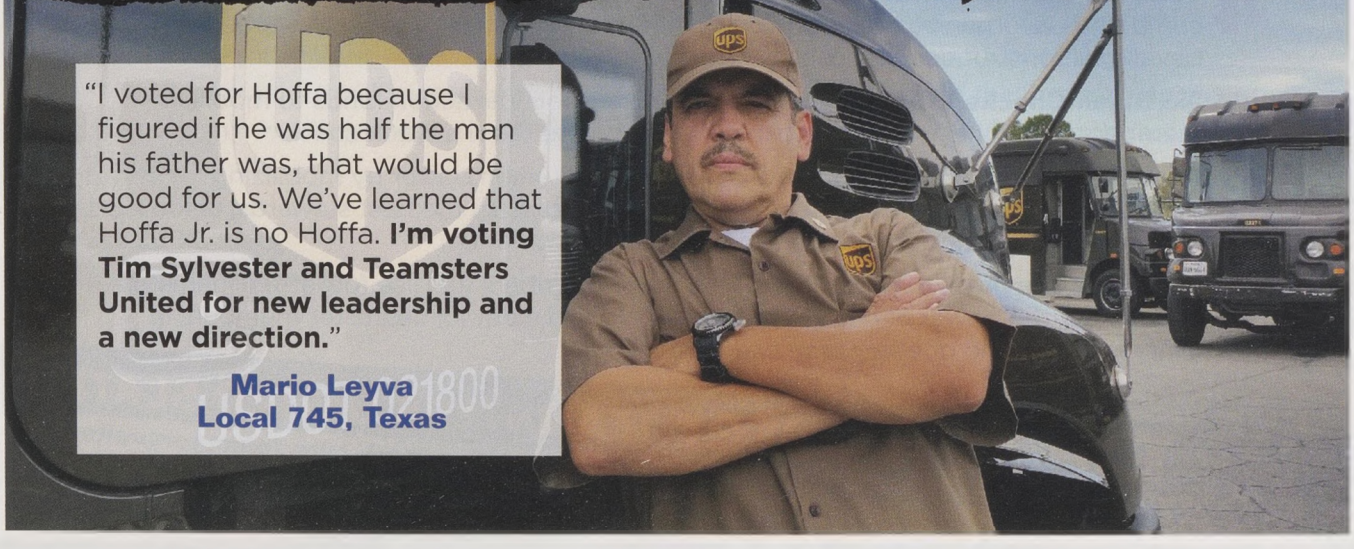
HOFFA JR.

Rode His Father's Name into Power

After 17 years, what has he done?

- **Dues Increase** for 1,300,000 members
- **Pension Cuts** for over 400,000 Teamsters and retirees
- **Contract Givebacks** and Benefit Cuts for over 300,000 Teamsters

NOT His Daddy's Teamsters Union



"I voted for Hoffa because I figured if he was half the man his father was, that would be good for us. We've learned that Hoffa Jr. is no Hoffa. **I'm voting Tim Sylvester and Teamsters United for new leadership and a new direction.**"

Mario Leyva
Local 745, Texas

Tim Sylvester

STANDS UP TO UPS

With UPS making billions in profits, Hoffa-Hall gave the company concessions and healthcare cuts.

Tim Sylvester took on UPS and won a strong contract, including higher pensions, 25 & Out at any age, more full-time jobs and a new grievance procedure that protects members from unfair discipline.

Members need strong International Union leadership to stand up to UPS. That's Tim Sylvester and Teamsters United.

"Hoffa-Hall are letting UPS management walk all over the contract. Harassment has never been worse. I'm voting Tim Sylvester for strong Teamster leadership that will stand up to UPS."

William Thompson, Local 71, Charlotte, NC

"Tim Sylvester took on UPS and won contract improvements. Hoffa-Hall gave the company givebacks, betrayed members who voted No, and imposed a weak contract."

Joan-Elaine Miller, Local 623, Philadephia

Tim Sylvester TEAMSTERS UNITED SLATE

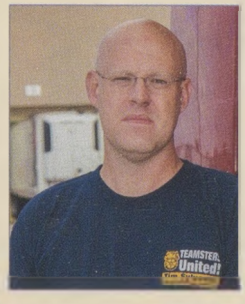
www.TeamstersUnited.org (718) 693-0400 www.facebook.com/teamstersunited

Tim Sylvester

FIGHTING FOR OUR CONTRACTS AND BENEFITS

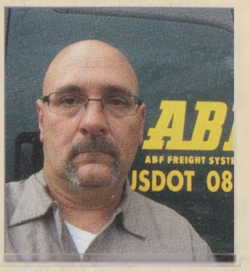
Hoffa has gutted Teamster contract standards and destroyed our pensions.

Teamsters United will launch long-term campaigns to reverse the concessions, organize the nonunion competition, and rebuild union standards in freight.



"Hoffa is cutting my pension and the pensions of hundreds of thousands of Teamsters and retirees. Teamsters United will fight to save our pensions and give the nonunion competition a reason to join the Teamsters again."

Aaron Cunningham, Local 414, Ft. Wayne, IN



"I backed Hoffa because he promised to restore the power. Instead, we got the worst concessions and pension cuts in Teamster history. I'm voting Tim Sylvester and Teamsters United."

Kevin Koubeck, Local 407, Cleveland

Tim Sylvester TEAMSTERS UNITED SLATE

www.TeamstersUnited.org (718) 693-0400 www.facebook.com/teamstersunited

WE ARE

Teamsters United!

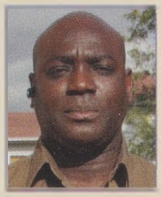
"Republic Services is a multinational waste corporation that makes billions, but our contracts are negotiated local-by-local. I get lower pay and benefits than other sanitation Teamsters who do the same job for the same company. We need new International Union leadership that will fight for all of us."

Jose Lizarraga
Local 396, Los Angeles

"Tim Sylvester fights for Teamsters like you and me. When 2,500 Teamsters at Rhode Island Hospital were in negotiations, Tim Sylvester walked our picket line and helped us win a good contract. We're the biggest Teamster workplace in New England and Hoffa-Hall did nothing to help us."

Claudia Lavallee, Local 251, Rhode Island

"Hoffa can't run on his record so he is going to sling mud. Local 804 members know Tim Sylvester and we know Hoffa-Hall. There's no comparison. That's why we voted against Hoffa-Hall by 89 percent and why we support Teamsters United."



Ralston Boswell, Local 804, New York

"Chicago Teamsters understand union power. Hoffa doesn't. We want International Union leadership that will fight for the members. We're backing Tim Sylvester and Teamsters United."

Marcos Salgado, Local 705, Chicago

Tim Sylvester TEAMSTERS UNITED SLATE

www.TeamstersUnited.org (718) 693-0400 www.facebook.com/teamstersunited

Tim Sylvester

I'm the candidate, *but this is your campaign!*

I want to hear from you. What should our Union be doing differently? Do you want to get involved in our campaign for change?

Contact me at **www.TeamstersUnited.org**

Teamsters United Slate is the official, accredited slate running against Hoffa-Hall in the 2016 election—thanks to the member volunteers who collected over 63,000 accreditation petition signatures. Teamsters United will nominate a full slate of candidates at the 2016 Teamster Convention.

TEAMSTERS UNITED INITIAL ACCREDITED CANDIDATES

Tim Sylvester
Local 804 President, General President

Fred Zuckerman
Local 89 President
Vice President At-Large

John Thyer
Local 604 Secretary-Treasurer
Vice President At-Large

Joe Darmento
Local 2727, Vice President At-Large

Tony Jones
Local 413 President
Vice President, Central Region

Bill Frisky
Local 964 Secretary-Treasurer
Vice President, Central Region

Matt Taibi
Local 251 Secretary-Treasurer
Vice President, Eastern Region

Randy Shepler
Local 30 Union Representative
Vice President, Eastern Region

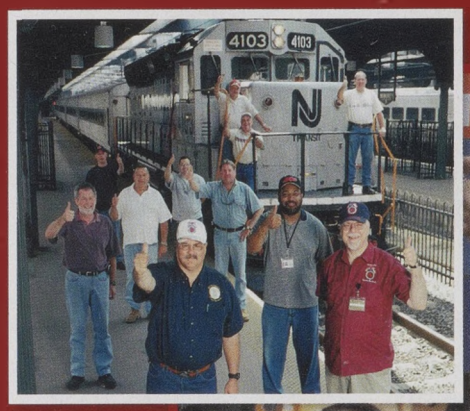
Richard Galvan
Local 396, Vice President, Western Region

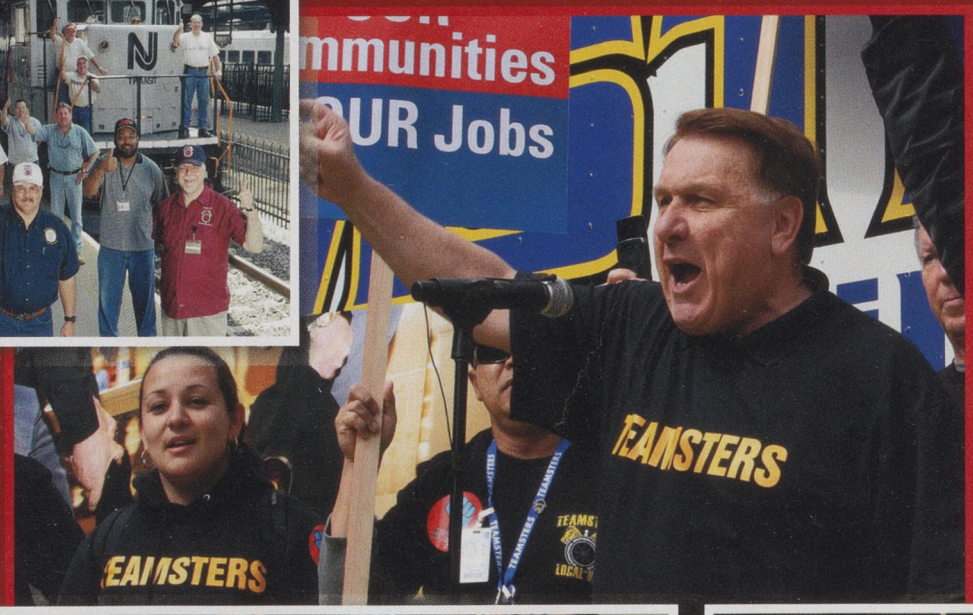
John Palmer
Local 657, IBT Organizer
Vice President, Southern Region

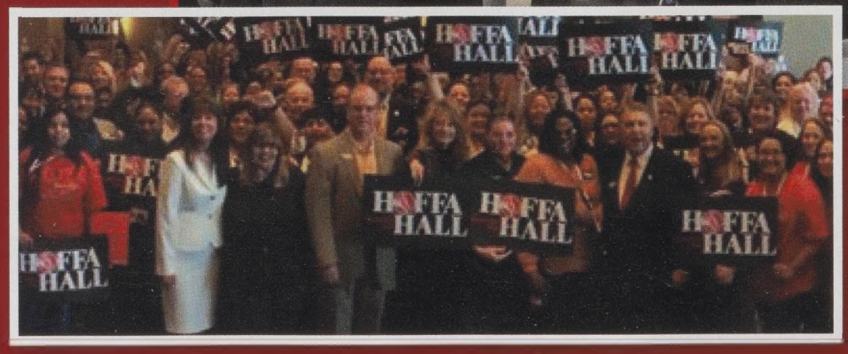
Tim Sylvester TEAMSTERS UNITED SLATE

www.TeamstersUnited.org (718) 693-0400 www.facebook.com/teamstersunited

Delivering strong contracts, better health care coverage and good pension and retirement benefits for Teamster families!



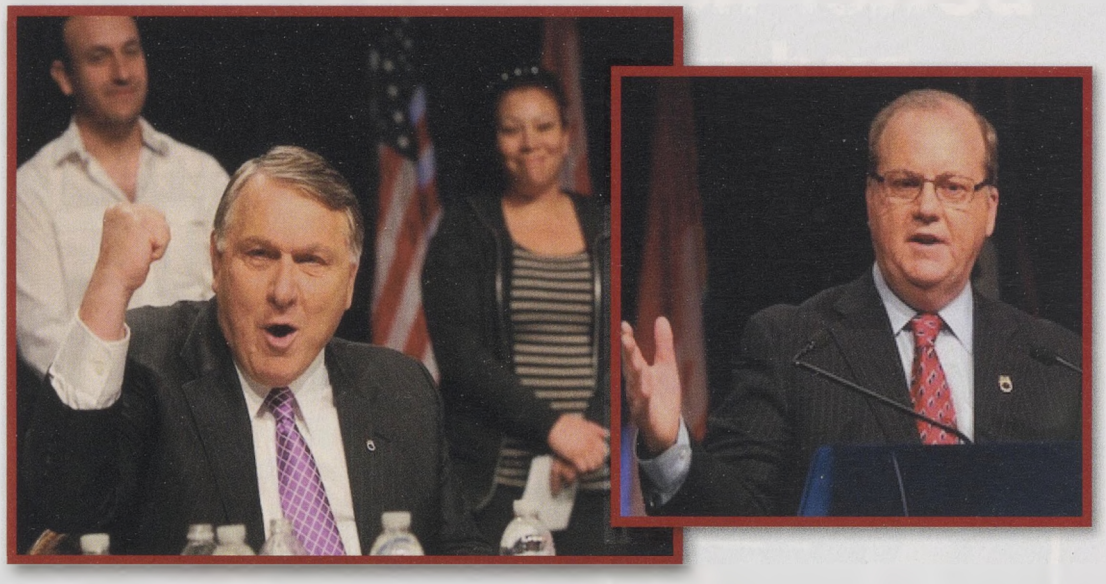




Meet The Hoffa-Hall 2016 Slate

Jim Hoffa A

Strong Leadership



Dear Fellow Teamster:

The greatest satisfaction of leading the International Brotherhood of Teamsters is when individual members come up to us and say, "I am better off because I am a Teamster, thank you!"

Teamsters have done much better than most workers getting through the economic crash of 2008.

Our strong union has provided members with greater job security, stronger contracts, better health care coverage and good pensions.

This is true for both members operating under a national contract and contracts negotiated by your local.

We are not saying it is true for every member, but the vast majority of Teamsters are a hell of a lot better off because we are Teamsters – America's strongest union.

That is a bottom line we are both proud of as General President and General Secretary-Treasurer of the IBT.

Moving forward our highest priorities are:

- Stronger contracts and job security.
- Protecting your retirement income.
- Protecting your health care benefits.

Improve our infrastructure. We are also determined to push the politicians from both parties to fund the infrastructure improvements desperately needed to improve our highways and bridges. A good transportation system is crucial to the

HOFFA HALL
TEAMSTERS 2016

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Ad Ken Hall

r Teamster Families

"What has made us so strong over the years has been the support and involvement of you – the members of this great union. Only through Unity and teamwork will we continue to fight and win battles on your behalf." **– JIM HOFFA AND KEN HALL**

economic well being of our country, and our elected leaders need to step up and provide the funding to fix the nation's roads and bridges.

Next year the 1.4 million Teamster members will be voting for their International Officers. We have put together the Hoffa-Hall 2016 slate with proven fighters from all parts of this Union and all levels of leadership.

Please review the backgrounds of our Slate over the next few pages, and as the election season begins to heat up, remember which team was there for you when the tough battles were being fought.

We ask for your support and pledge to you that we will never stop working on your behalf.

Fraternally,

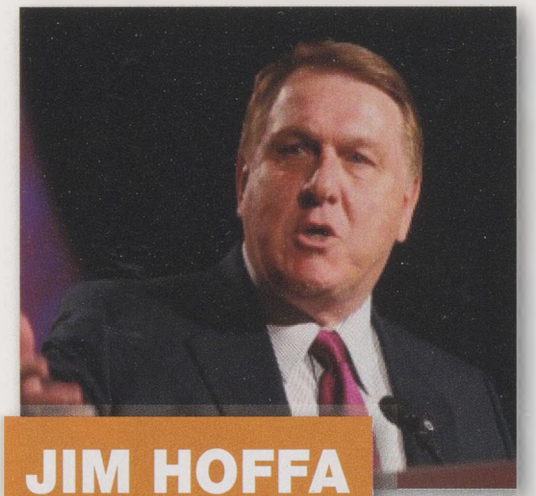
James P. Hoffa — Jim Hoffa

Ken Hall — Ken Hall

CO RONG LEADERSHIP FOR TEAMSTER FAMILIES

Meet The Hoffa

General President



JIM HOFFA

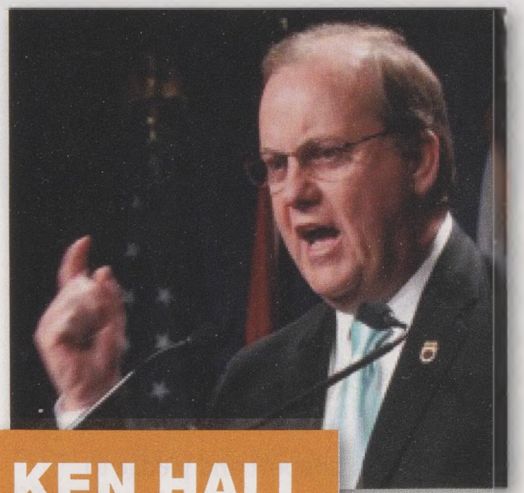
Candidate for General President

Jim Hoffa understands that in difficult times workers need a strong organization that can and will fight for them.

Hoffa and his team of Vice Presidents have restored the Teamsters Union to its rightful place as the leading voice for working families in North America.

Under his leadership, the Teamsters are stronger financially and politically, and are the most democratic Union in North America. He is a visible and outspoken advocate for Unions and all working people. As a second-generation Teamster, he has spent a lifetime preparing for the challenge of running the Teamsters Union and knows firsthand what Teamsters can accomplish when we are united.

General Secretary-Treasurer



KEN HALL

Candidate for General Secretary-Treasurer

Ken Hall is a second-generation Teamster who has grown up in the Union and has dedicated his life to furthering the goals of the Teamsters Union and its members. He has served in almost every capacity in the Union. Ken started out as a Teamster member of Local 175 in Charleston, West Virginia when he began working in the oil fields in 1976 for Pennzoil. Since then, he has served as a shop steward, business agent, officer of the Joint Council, President of Teamsters Local 175 (a title he still holds), Package Division Director (also a title he still currently holds), International Vice President, trustee on health and welfare and pension plans, and General Secretary-Treasurer. Ken has served as the chief negotiator of the UPS National Master Agreement since 1997 and the chief negotiator of the UPS Freight Agreements.

During his tenure as General Secretary-Treasurer, both the strike fund and general treasury have seen unprecedented growth, allowing the Union to take on the companies and politicians that stand in our way. Ken has also modernized systems at the IBT and streamlined the audit process for the Local Unions. During his next term, Ken will continue to work with various departments, divisions, joint councils and Local Unions in an effort to spend our resources effectively and strategically, while also ensuring the growth of our financial health.

HOFFA HALL
TEAMSTERS 2016

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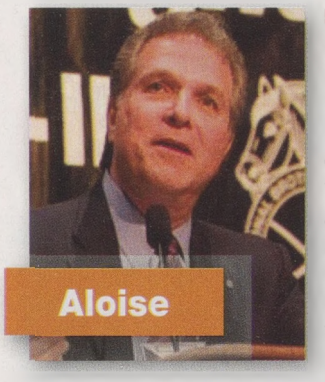
Fall 2016 Slate

At-Large Vice Presidents

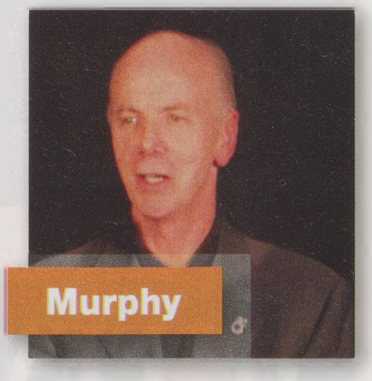


ROME ALOISE, Candidate for Vice President At-Large
Rome Aloise, a second-generation Teamster with four decades of leadership experience, has been relentless in organizing high tech industries; expanding prevailing wage protection for all California ready mix drivers; putting a stop to employers profiting by leaving town just to avoid unionization; standing up for immigrant workers by battling temp agencies; organizing owner/operator construction drivers; negotiating project labor agreements; and providing some of the best contracts in the country for his members. He is innovative, knowledgeable, tough and dedicated; equally comfortable walking into a corporate boardroom or walking a picket line. Rome is currently IBT Vice President At-Large, Director of the Dairy Conference and Food Processing Division, Trustee and Investment Chair on the Western Conference of Teamsters Pension Trust Fund (the largest multi-employer defined benefit plan in the country), Trustee on the Supplemental Income Plan 401(k), Principal Officer of Local 853, and President of Joint Council 7. He is also chief negotiator for the national Costco contract, one of the best retail contracts in the industry.

FERLINE BUIE, Candidate for Vice President At-Large
Ferline Buie knows that it takes integrity and hard work to keep the Teamsters Union strong. After 40 years of being a Teamster member, Buie has built a reputation for integrity and hard work. She was shop steward for 22 years at Hertz Rent-A-Car, and her leadership skills have led to her repeated election as President of Local 922 in Washington, D.C. and President of Joint Council 55. She is currently an International Vice President At-Large.

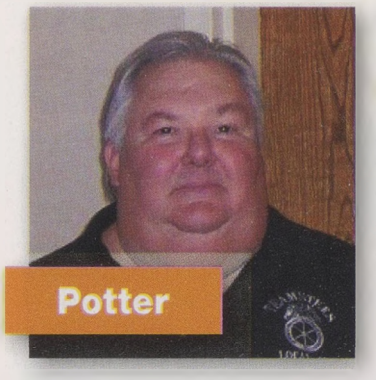
GEORGE MIRANDA, Candidate for Vice President At-Large
For more than forty years, George Miranda has been a fierce advocate for Teamsters across the country. Miranda's leadership has brought Teamster locals together to fight for all our members, united our union in strong coalitions with environmental and social movements, and organized new members into the Teamsters. A Teamster since 1967, Miranda is currently an International Vice President At-Large, Secretary-Treasurer of Local 210 in New York, President of Joint Council 16, President of the Teamsters National Hispanic Caucus, Chairman of the Board of Directors for the Teamsters Airline Division, and Executive Vice President of the NYC Central Labor Council.

JOHN F. MURPHY, Candidate for Vice President At-Large
John Murphy understands that it takes hard work to create a strong Union. A Teamster for more than 40 years, Murphy has risen through the ranks and works at all levels of the Union. He has worked tirelessly on behalf of Teamster members from coast to coast to keep the Union strong and growing. He spearheaded the merger that brought the Brotherhood of Locomotive Engineers and Brotherhood of Maintenance of Way Employees into the Teamsters Union. Murphy is an Eastern Region Vice President, Director of the Teamsters Rail Conference and Secretary-Treasurer of Local 122 in Boston.



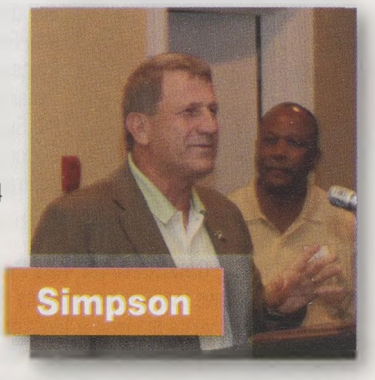
RONG LEADERSHIP FOR TEAMSTER FAMILIES

At-Large Vice Presidents



FRED POTTER, Candidate for Vice President At-Large
Fred Potter has long known that Teamsters have to be involved outside the Union to build strength. A second-generation Teamster, Potter has led New Jersey Teamsters to victory in every arena, bringing years of experience to his position of Vice President At-Large. From negotiating strong contracts to electing Teamster-friendly politicians, Potter has been the voice that New Jersey Teamsters have followed. Potter is currently Vice President At-Large, Port Division Director and President of Local 469 in Hazlet, New Jersey.

FREDDIE SIMPSON, Candidate for Vice President At-Large
Freddie Simpson's close ties to his members in the Brotherhood of Maintenance of Way Employees Division (BMWED) have paid dividends in their industry-leading contracts. Simpson has provided strong and steady leadership to BMWED since 1974 when he began his career as a track repairman on the Louisville & Nash Railroad. Simpson is currently an International Vice President At-Large and President of the BMWED, and is active in and supportive of the Teamsters Rail Conference.



GEORGE TEDESCHI, Candidate for Vice President At-Large
George Tedeschi understands that the strength of the Teamsters Union is to organize the non-union competition. Tedeschi has been a Union member since 1959 and was elected as President of the Graphic Communications International Union in 2000. Tedeschi was an important player in the merger with the Teamsters Union and has led many organizing campaigns. He is currently an International Vice President At-Large, President of the Graphic Communications Conference of the Teamsters Union and is active in many other areas of the labor movement.

"We have put together a slate of experienced and proven, tested leaders from all parts of this Union and all levels of leadership. The Hoffa-Hall 2016 Slate is the most experienced and best team to lead us through these difficult times." **– JIM HOFFA AND KEN HALL**

HOFFA HALL
TEAMSTERS 2016
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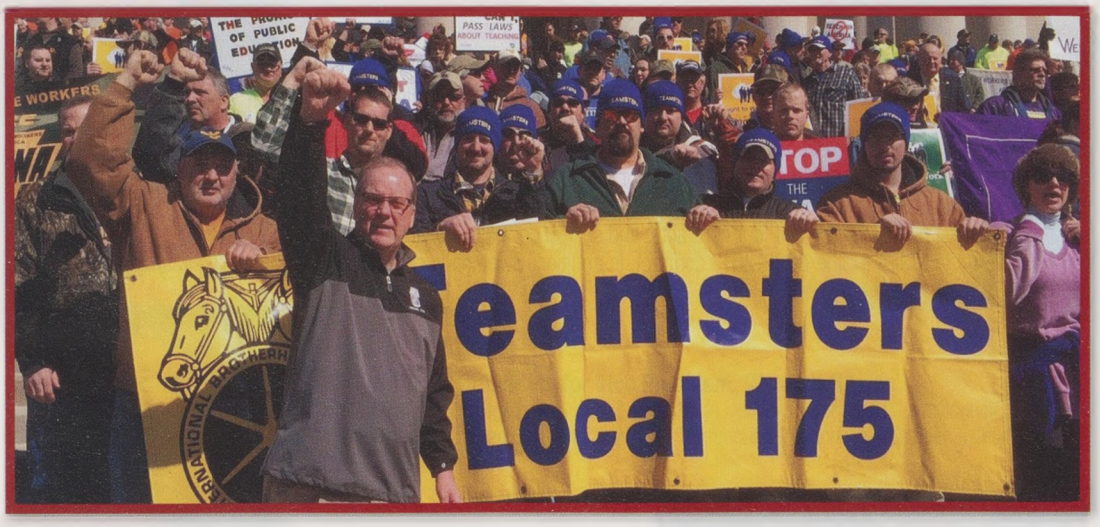
Eastern Region

WILLIAM HAMILTON, Candidate for Vice President, Eastern Region
William Hamilton has been a Teamster for almost 50 years. William is currently an Eastern Region Vice President, Director of the Express Division, President of the Pennsylvania Conference of Teamsters, President of Joint Council #53 and President of Teamsters Local 107 in Philadelphia. He also serves as Trustee and Co-Chairman of the Health, Welfare and Pension Fund of Philadelphia and Vicinity. He is a dedicated Teamster leader who has always fought hard for Teamster jobs, wages and benefits. He knows that the future of the Teamsters depends on strong contracts, protecting benefits and pensions, and aggressive organizing efforts to grow our union and keep it strong.

DAN KANE, SR., Candidate for Vice President, Eastern Region
Dan Kane, Sr. understands that in unity there is strength. He has been a union member since 1962 and Principal Officer of Local 111 for 41 years. He has served at all levels of Teamster elected office and is active in the New York City labor community. He is an Eastern Region Vice President, former Chairman of the Labor Research Association, and a founding member and Secretary-Treasurer of the Irish American Labor Coalition.

SEAN O'BRIEN, Candidate for Vice President, Eastern Region
Sean M. O'Brien is a fourth-generation Teamster, initiated in 1991 in the Rigging industry. Since 1999, Sean has held nearly all the positions for Teamsters Local 25. In 2006, Sean became the youngest President in Local 25's long history. Teamsters Local 25 represents more than 11,000 members and their families in Greater Boston. In 2011, Sean was elected Eastern Region International Vice President of the International Brotherhood of Teamsters. Sean also serves as President of the New England Joint Council 10 and serves as Assistant Director of the Package Division.

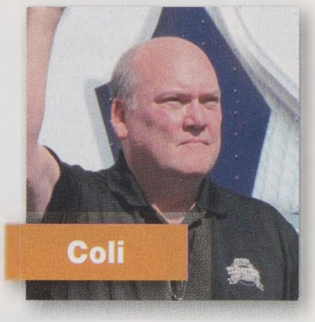


STRONG LEADERSHIP FOR TEAMSTER FAMILIES

Central Region

BRIAN BUHLE, Candidate for Vice President, Central Region
Brian Buhle is proud to be a part of the team of hardworking Teamsters assembled by Jim Hoffa, and knows that they all have the interests of the membership at the heart of every decision they make. Buhle worked his way up through the ranks of Teamsters Local 135, organizing over 125 companies into Local 135 in his career. He helped negotiate the first-ever contract for UPS Freight (formerly Overnite) that led to more than 12,000 new Teamster members nationally. He is currently a Central Region Vice President, Secretary-Treasurer of Indianapolis' Local 135 and Vice President of Indiana's Joint Council 69.

JOHN COLI, Candidate for Vice President, Central Region
John Coli knows that providing resources to Teamster members and leaders makes the Union stronger and more united. Leading Illinois and Northwest Indiana's Teamsters Joint Council 25, Coli has developed innovative programs that are paying dividends for Teamsters across the country. Coli joined Chicago's Local 727 in the early 1970s when he worked as a parking lot attendant. He has served as a steward, business agent and Executive Board member before being elected as Secretary-Treasurer. He is currently a Central Region Vice President, President of Joint Council 25 and Secretary-Treasurer of Local 727.



BECKY STRZECHOWSKI, Candidate for Vice President, Central Region
Becky Strzechowski has made representing Teamster members a mission for more than 28 years. Wanting to expand her service to her union sisters and brothers, she earned her law degree 16 years ago. Throughout her career, she has served as the Teamsters' first female principal officer in the State of Illinois, first female Business Agent and Vice President of Local 727 and first female officer of Teamsters Joint Council 25. In 2010, she helped establish the Joint Council 25 Women's Committee, and was elected Secretary-Treasurer of Local 700 the following year. In 2014, Strzechowski was elected President of Local 700, further diversifying the union as the first woman to hold the position. She is currently the Director of the Teamsters Women's Conference.

GORDON SWEETON, Candidate for Vice President, Central Region
Gordon Sweeton believes in the importance of strong contracts for Teamster members and their families. Sweeton is a skilled negotiator who has been instrumental in the National Freight Division's ability to protect our members' jobs and benefits in the most difficult of economic conditions. Sweeton is the Assistant Director of the National Freight Division and the former President of Local 823. He has also served on the Negotiating Committee for the NMFA Central Region for the last four contracts, and served on the National Negotiating Committee on the NMFA for the 2008-2013 contract. In addition, Sweeton is currently a Central Region Vice President.

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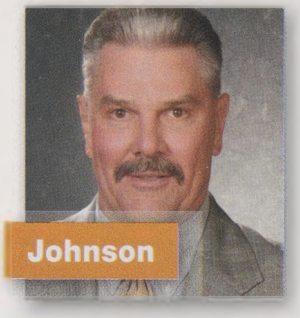
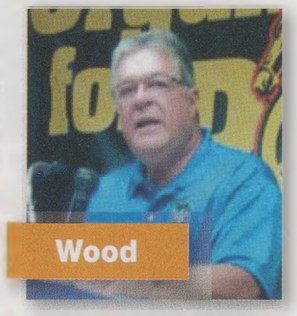
Southern Region



TYSON JOHNSON, Candidate for Vice President, Southern Region
Tyson Johnson knows that we are all in this fight together and that in uncertain times, it is important for the Teamsters to take decisive action to protect our members' jobs and benefits. Johnson has shown that leadership in the ongoing fight to save YRC and the freight industry. During his 48-year Teamster membership, he has served as steward, business agent and an officer of Local 745 in Dallas. His first Teamster job was in 1967 on the dock at Yellow Freight. He became a business agent for Local 745 in 1979. He served as an officer, including Secretary-Treasurer, of Local 745 from 1985 until 2003. Currently, he is devoting all of his energy to his duties as a Southern Region Vice President and as the National Freight Director.

KEN WOOD, Candidate for Vice President, Southern Region
Ken Wood has been honored to serve the Teamsters membership since the day he was elected Steward. He knows it is the members who put him there and it is the members who he will always serve. Wood's priorities have always been representing the members, organizing the unorganized, and building unity amongst the membership. As President of Local 79 in Tampa and President of Joint Council 75, he stresses the benefits of solidarity when it comes to organizing, contract negotiations, grievances and all other union issues. He is currently a Southern Region Vice-President, President of Teamsters Joint Council 75, President of Teamsters Local 79, Assistant Director Package Division and serves as a Trustee on the Southern Region Teamsters Pension Fund, the IBT/UPS 401(k) Fund, the IBT/UPS Full-Time Pension Plan. He is a member of the UPS National Negotiating Committee, and Chairman of the UPS Southern Region Committee.



Western Region

RON HERRERA, Candidate for Vice President, Western Region
Ron Herrera believes in the importance of rank-and-file Teamsters in the Union and the important role they can play in leadership. After working for UPS for 24 years, Herrera was elected to Local Union 396's Executive Board and has turned the Local Union into a political and organizing powerhouse. He is leading the largest waste organizing campaign in the country, focusing not only on organizing but on negotiating strong first contracts. Ron also serves as the UPS Article 43 Chairman, and serves as Executive Director of the National Hispanic Caucus, and as Recording Secretary at Joint Council 42.

RICK MIDDLETON, Candidate for Vice President, Western Region
Rick Middleton is a strong and vocal advocate for rank-and-file Teamsters in the Union. He worked his way up the ranks, starting his Teamster career in 1968 as a Ready Mix driver, joining Local 186 in California. In 1979 he became a business representative for Local 848 in Covina, California, where he remained for 21 years. He served as President for 15 of those years. Middleton is now leading the fight to establish a national contract for Teamster school bus drivers to improve wages and working conditions. He is a Western Region Vice President, International Chairman of the National School Bus and Transit Bus Driver campaign and Secretary-Treasurer of Teamsters Local 572.

STEVE VAIRMA, Candidate for Vice President, Western Region
Steve Vairma is Secretary-Treasurer of Local 455 in Denver, President of Joint Council 3 and Warehouse Division Director for the Teamsters Warehouse Division. He has been a Teamster since 1978.

STRONG LEADERSHIP FOR TEAMSTER FAMILIES

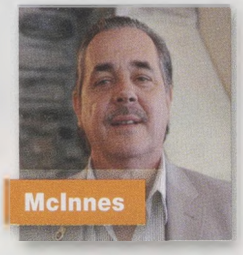
Teamsters Canada

FRANCOIS LAPORTE, Candidate for Vice President, President of Teamsters Canada/ Vice President, Canada

Francois Laporte knows what it means to serve the rank-and-file. Francois served as an elected officer on the Executive Boards of Local Unions 931, 1998, and 106. He served workers at a clothing factory he organized, Peerless Clothing, as Business Agent. He served all Canadians by helping bring about changes to the Canadian Labour Code and to truckers' driving and rest hours. And since early 2015, he has been serving as President of Teamsters Canada. Francois and his wife of 32 years, Anne, are the proud parents of three, and grandparents of one.

STAN HENNESSY, Candidate for Vice President, Teamsters Canada

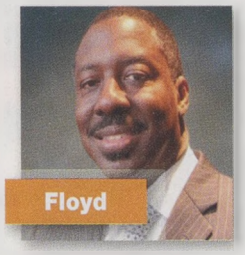
Stan Hennessy believes that now more than ever, the Teamsters Union needs strong, proven leadership. Hennessy first became a Teamster in 1972 as a warehouseman. He held shop steward positions at two different Teamster companies before spending 10 years as a Business Agent with Local 31 in Delta, British Columbia. He is currently a Canadian Vice President, an elected member of the Teamsters Canada Executive Board and President of Teamsters Local 31. He actively represents labor either as a board member or director of several organizations in Western Canada such as the Western Transportation Advisory Council (WESTAC).



CRAIG MCINNES, Candidate for Vice President, Teamsters Canada

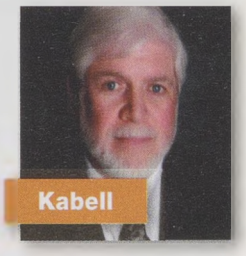
Craig McInnes understands the importance of a strong Union built on active participation from the membership and its leadership. He has worked at all levels of the Union, starting as shop steward in 1984 and becoming a Local Union representative in 1998. He currently serves as Canadian Vice President; Vice President of the Teamsters Brewery and Soft Drink Division, Executive Board Officer of Teamsters Canada, President of Local #938 and trustee of Teamsters Canada Pension Plan, along with numerous Trust Funds and Welfare Plans.

Trustees



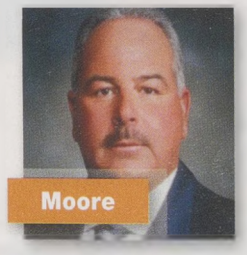
GREG FLOYD, Candidate for Trustee

Greg Floyd is President of Local 237 in New York City, Recording Secretary of Teamsters Joint Council 16, Vice President of the New York State AFL-CIO and the New York City Central Labor Council, Secretary of the Municipal Labor Committee and Trustee of the New York City Employees Retirement System. He has been a Teamster for over 20 years.



JIM KABELL, Candidate for Trustee

Jim Kabell is President of the Missouri-Kansas-Nebraska Conference of Teamsters, President of Joint Council 56 and Secretary-Treasurer of Local Union 245. Jim is also a Central Region Warehouse Director and currently an IBT Trustee. He has been a Teamster since 1972.



KEVIN MOORE, Candidate for Trustee

Local 299 President Kevin Moore is a proud third-generation Teamster. He upholds the principles of the Teamsters Union every day as he fights to the protect the jobs, benefits, rights and dignity of rank-and-file members. Kevin has distinguished himself as a reliable and outspoken advocate for working families. He is unafraid to "get in the trenches" and do everything possible to enhance the Union's power and strength. Kevin worked his way up within the Teamsters, from an elected Steward to his current position as President of Local 299—the home local of James R. Hoffa—a post he has held for the last 12 years. In addition, Kevin serves as an IBT International Trustee, Trustee of Michigan Teamsters Joint Council #43, Trustee of the Michigan Conference of Teamsters Welfare Fund, Director of the Teamsters Carhaul Division, Central Region Director for the Express Division (DHL), Trustee of the Inter-Local Pension Fund and is a member of the National Master Freight Negotiating Committee.

HOFFA HALL

We Need Your Help!

RETURN THIS FORM TO GET YOUR FREE HOFFA-HALL 2016 BUMPER STICKER

I want to help re-elect the Hoffa-Hall 2016 team!

- ☐ I'll hand out flyers at my workplace
- ☐ I'll make phone calls to members
- ☐ I'll visit other worksites
- ☐ I'll recruit more Teamsters for the Hoffa-Hall Campaign

You can also log onto Hoffa2016.com and fill out this form online.

Name _____

Address _____

City _____ State _____ Zip _____ Local _____

Personal Phone _____ ☐ Text – Please send me text messages – data rates may apply

Send me campaign updates to my personal email address: _____

HOFFA HALL TEAMSTERS 2016

MAIL TO:
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HOFFA 2016 TEAMSTERS

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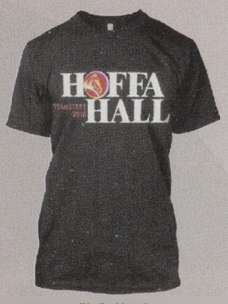
Use Code **FREEGIFT** at Checkout. Visit Website for Details

BUMPER STICKER
3 3/4"h x 7 1/2" bumper sticker. Durable, flexible vinyl with "ultra removable" adhesive.
Single - Item HH0002 - $2
20 Pack - Item HH0001 - $15

BUTTON
Hoffa Hall 2016 logo on 2 1/4" round button with safety pin back.
Item HH0201 - $2.00

LAPEL PIN
Hoffa Hall 2016 logo on black pin with gold-tone trim and military clutch back. Approx. 1 1/2" x 3/4"
Item HH0200 - $7



T-SHIRT
Black cotton, short sleeve T with Hoffa Hall 2016 logo on front. M-4X
Item HH1003 - M-XL: $20 2X: $22 3X: $23 4X: $24

SWEATSHIRT
Black cotton, crew neck sweatshirt with Hoffa Hall 2016 logo on front. M-4X
Item HH1002 - M-XL: $35 2X: $37 3X: $39 4X: $40

KNIT CAP
Black knit cap has Hoffa 2016 logo embroidered on cuff.
Item HH0601 - $17

POLO SHIRT
Black polo shirt with 3 button panel and no-curl collar. Hoffa Hall 2016 logo embroidered on left chest. M-4X
Item HH1000 - M-XL: $45 2X: $47 3X: $48 4X: $50

CAMP SHIRT
Black camp shirt with neutral shell-color buttons. Hoffa Hall 2016 logo embroidered above left chest pocket. M-4X
Item HH1001 - M-XL: $50 2X: $52 3X: $54 4X: $55

BALL CAP
Black and red sandwich brim hat. Hoffa Hall logo embroidered on medium height structured front. Adjustable velcro strap.
Item HH0600 - $25

(*) Indicates Required Information

*Name: _____
*Address: _____
*City: _____ *State: _____ *Zip: _____
*Phone: _____
E Mail: _____
*Last 4 of SSN: _____
*Select One: ☐ Active Member ☐ Non-Member
*Employer: _____
*Union Local #: _____

Credit Card: ☐MC ☐Visa ☐Amex
Card #: _____ Exp: _____
Signature: _____

If Paying by Check: Make Check Payable to Hoffa 2016

3 EASY WAYS TO ORDER:

★ **Mail Order Form to:** Hoffa Store c/o Financial Innovations, Inc. One Weingeroff Blvd., Cranston, RI 02910
★ **Fax Order Form to: 401-467-3570**, Attn: Hoffa Store
★ **Shop Online:** Visit our online store at **www.hoffastore.com**

Item #	Item Name	Size	Qty	Price	Total

SHIPPING RATES		
$1 - $19.99	$4.95	RI Residents add 7% Tax
$20 and up	$7.95	Shipping (see chart)
International Orders	$20.00	

Subtotal
Total

Under the Election Rules, the campaign may accept general fund contributions only from active IBT members and their immediate families.
The Election Rules do not permit non-members to contribute to the campaign general fund.
Non-member contributors may provide contributions up to $10,000 to the Hoffa 2016 Legal and Accounting Fund.

Jim Hoffa Y Ken Hall

Un liderazgo fuerte para las familias de los Teamsters

Queridos Teamsters:

La mayor satisfacción de dirigir al Sindicato Internacional Brotherhood of Teamsters es cuando nuestros miembros nos dicen: "Yo estoy economicamente mejor porque soy un Teamster, gracias!"

Desde la crisis econominca que sufrimos en el 2008 los Teamsters han sobresalido mucho mejor que la mayoría de los trabajadores en America.

Nuestro sindicato fuerte ha proporcionado a nuestros miembros una mayor seguridad en sus empleos, contratos más fuertes, seguros de salud con mejores coberturas y buenas pensiones de retiro.

Esto es cierto tanto para los miembros que operan dentro de un contrato nacional tanto como para los contratos negociados por su sindicato local.

No estamos diciendo que es cierto para todos los miembros, pero la gran mayoría de los Teamsters estan mucho mejor porque somos Teamsters – El sindicato más fuerte de América.

Esto es algo el cual nosotros su Presidente y el Secretario Tesorero General del IBT estamos muy orgullosos.

Moviendonos hacía el futuro nuestras principales prioridades son:

- Contratos más fuertes y seguridad en el empleo.
- Proteger sus ingresos de su retiro.
- Protejer su seguro de salud.

HOFFA HALL

Mejorar nuestra infraestructura. También estamos decididos para presionar a los políticos de ambos lados del los partidos para financiar la infraestructura que se necesita urgentemente para mejorar las carreteras y puentes por todos los Estados Unidos. Un buen sistema de transporte es crucial para el bienestar económico de nuestro país, y nuestros líderes electos deben intensificar y proporcionar los fondos para arreglar las carreteras y puentes de nuestra nación.

En el próximo año los 1.4 millones de miembros de los Teamsters votarán por sus oficiales internacionales. Hemos preparado la planilla de Hoffa-Hall 2016 con candidatos de todas partes de nuestra Unión y de todos los niveles de liderazgo y que an comprobado pelear y luchar por los miembros de esta Union.

Gracias por haber leído el historial de nuestra planilla y cuando comienze la temporada de elecciones recuerde cual equipo estuvo allí para usted cuando tuvimos batallas dificiles.

Le pedimos su apoyo y prometemos que nunca vamos a dejar de trabajar por usted.

Fraternalmente,

James P. Hoffa — Jim Hoffa

Ken Hall — Ken Hall

HOFFA HALL
TEAMSTERS 2016

REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: The Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: August 4, 2015

I. INTRODUCTION

This is Report Number Five of the Independent Review Board for 2015 regarding activities conducted pursuant to the Consent Order. In this Report we will provide a status of two New Charge Reports and updates on one existing Charge Report against International Brotherhood of Teamsters Officers and Members, and two IRB Trusteeship Recommendations that you were informed of in some detail in previous Reports.

II. NEW CHARGES

A. FORMER GRAPHICS COMMUNICATIONS LOCAL 51-23M PRESIDENT AND PRINCIPAL OFFICER JOSEPH GURRIERI

On July 23, 2015, the IRB issued a Charge Report, against Joseph Gurrieri, to IBT General President Hoffa. By his conduct, while an IBT member, principal officer of Local 51-23M and Trustee of the Funds, between December 2008 and January 2012, Gurrieri appears to have engaged in a pattern of bringing reproach upon the IBT, breaching his fiduciary duties and embezzling $45,556 from the Local and its four affiliated benefit funds.

B. SUSPENDED MEMBER, SCOTT O'NEILL, LOCAL 917, FLORAL PARK, NY.

On June 12, 2015, the IRB submitted a Charge Report to the Local 917 Executive Board recommending that charges be brought against suspended member Scott O'Neill, that while a member he brought reproach upon the IBT by participating in a criminal enterprise which engaged in a pattern of grand larceny by extortion, criminal usury and promoted gambling, and also for failing to cooperate with the IRB by intentionally giving false testimony during his May 15, 2012 IRB sworn examination concerning loansharking.

III. PROGRESS OF EXISTING CHARGES

A. TRUSTEESHIP, LOCAL 279, DECATUR, ILLINOIS

General President Hoffa determined to release the Local from Trusteeship, effective June 30, 2015.

B. SECRETARY-TREASURER SAMUEL ROSAS AND FORMER PRESIDENT ARMANDO ALONZO, LOCAL 439, STOCKTON, CA.

On February 27, 2015 the Independent Review Board recommended to the IBT General President that charges be filed against former Local 439 Secretary-Treasurer and principal officer Samuel Rosas for bringing reproach upon the IBT and abusing his fiduciary position by engaging in a pattern of criminal conduct, including racketeering acts. Rosas' misconduct included embezzlement, mail fraud, soliciting and receiving a thing of value from an employer, receiving an illegal loan from the Local and violating federal criminal statutes mandating the keeping of Local records.

It was also recommended that former Local 439 President Armando Alonzo, Jr. be charged with embezzlement, bringing reproach upon the IBT and violating the federal record keeping statutes. In addition, it was recommended that both Rosas and Alonzo be charged with bringing reproach upon the union through breaching their fiduciary duties and violating the Bylaws by causing the Local to make over $845,000 in purchases without the Executive Board approvals the Bylaws required and over $568,000 without required membership approvals.

On March 4, 2015 and by corrected letter of March 11, 2015 IBT General President James P. Hoffa determined to adopt the charges and process them in accordance with Article XIX of the IBT Constitution.

On April 17, 2015, the IBT issued a notice of the hearing, scheduled for May 6, 2015.

On April 27, 20 15, the IBT submitted to the IRB an Agreement signed by Alonzo to a five year suspension from membership from Local 439 and the IBT and the restitution of $5,549 whichever is the later. Alonzo also agreed to a 5 year bar from seeking, accepting or holding employment, office, position or consulting or similar relationship whether paid or unpaid with Local 439, Joint Council 7 or any other IBT entity. Further Alonzo for a period of 5 years has agreed not to accept any payment, allowances, fees, benefit payments or contributions or any other compensation of any kind nor shall any IBT entity make any contributions on his behalf to any pension, health and welfare, severance or other health benefit fund except that he may receive any compensation or vested benefits which have accrued to him prior to the effective date of the Agreement of May 14, 2015.

On April 30, 2015 the IBT sent notice to Rosas, that the May 6 Hearing was rescheduled to May 22, 2015.

On May 15, 2015, the IRB approved Alonzo Agreement was submitted to the Court by Application 179.

On May 24, 2015, Judge Preska approved the Alonzo Agreement thus granting Application 179.

On May 21, 2015, a day before the scheduled hearing of the Charges against Rosas, the IBT submitted to the IRB an Agreement signed by Rosas, to a five year suspension from membership from Local 439 and the IBT and the restitution of $19,164 whichever is the later. Rosas also agreed to a 10 year bar from seeking, accepting or holding employment, office, position

or consulting or similar relationship whether paid or unpaid with Local 439, Joint Council 7 or any other IBT entity. Further Rosas for a period of 10 years has agreed not to accept any payment, allowances, fees, benefit payments or contributions or any other compensation of any kind nor shall any IBT entity make any contributions on his behalf to any pension, health and welfare, severance or other health benefit fund except that he may receive any compensation or vested benefits which have accrued to him prior to the effective date of the Agreement of June 16, 2015.

On June 16, 2015, the IRB approved Rosas' agreement and the IRB Administrator as directed by the Board submitted the Agreement by Application 180 to the Court.

On June 18, 2015, Judge Preska approved Rosas' Agreement thus granting Application 180.

C. TRUSTEESHIP, LOCAL 456, ELMSFORD, NEW YORK

On October 22, 2014, the IRB recommended to General president Hoffa that Local 456 be placed in Trusteeship because it is necessary to correct the corruption and financial malpractices at the Local, and because the Local is not being run for the benefit of its members.

The IRB found that the Local has financial control issues which enabled the Principal Officer to embezzle over $53,000, and the Secretary-Treasurer over $10,000. In addition, the Local officers allowed a person whom the IBT barred from participation in Local affairs to play an active role in the Local.

On November 6, 2014, Mr. Hoffa placed the Local in Trusteeship and appointed Thomas Gesualdi, President of Local 282, as temporary Trustee over Local 456 and Bernadette Kelly, International Representative, as the temporary Assistant Trustee.

On March 2, 2015 IBT General President Hoffa determined to continue the Trusteeship. The IBT General Counsel, by letter dated July 9, 2015, updated the IRB on actions taken at the Local to rectify the problems at the Local addressed in the IRB's Trusteeship Report.

The IBT advised that it plans to release the Local from Trusteeship sometime after the Local's Fall Elections.

IV. TOLL-FREE HOTLINE

Since our last report to you, slightly over a month ago, the hotline has received approximately 36 calls reporting alleged improprieties. As in the past, all calls appearing to fall within IRB jurisdiction were referred for investigation.
Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system which records hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed only by an IRB staff member. The recorded information, if complete and within IRB jurisdiction, is forwarded directly to the Investigation's Office in New York City.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

V. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline number noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

ELECTION SUPERVISOR'S REPORT No. 4

Rules Booklets; Delegate Elections; Candidate Accreditation; Campaign Finance; Protests

Rules booklets are available in English, Spanish and French language versions. Call or email the Office of the Election Supervisor to request a copy, or view the *2016 Election Rules* (in English, Spanish or French) at www.ibtvote.org.

Delegate Elections. Delegate elections have started and some have been completed. Additional elections are scheduled for this fall, but most nominations and elections are scheduled for the period between January 4 and April 30, 2016.

By now, each Local, GCA or System Federation should have filed an election plan detailing the critical dates and procedures for the nomination and election of convention delegates and alternate delegates. OES will complete approval of those plans before the start of the main election season. You can view any submitted plan, and see whether a plan has been reviewed and approved, by going to www.ibtvote.org, clicking on "Delegate Elections," and then clicking on "View Election Plans". Click on the link for "Dates, Times and Places" for a table listing scheduled nomination meetings and election dates.

Candidate Accreditation. Candidates for International office who wanted the right to publish campaign literature in the October 2015 issue of *Teamster* magazine and to obtain a union membership list for use in campaigning had to submit, by August 31, 2015, petition signatures of at least 2.5% of all IBT members eligible to vote for the office being sought. Petitions were submitted on behalf of 38 candidates organized on two slates. OES confirmed, checked, verified and counted the signatures on the petitions submitted, and all the individual candidates met the accreditation threshold. There is time for other candidates to seek accreditation; petitions may be submitted through December 15, 2015. Candidates accredited as of that date will have the right to publish literature in the February 2016 *Teamster* magazine, and will also have access to the union membership list for use in campaigning.

Campaign finance. The *2016 Election Rules* cover campaign financing. The *Rules* allow candidates to accept contributions only from certain sources; they also limit the amount of money that individual members may contribute. For details, read Article XI of the *2016 Election Rules.* International officer candidates are required to report contributions received. OES conducts audits of the campaign reports and conducts independent checks on contributions to test the information that candidates report. Members may be contacted by OES in connection with a request to verify reported information, and your cooperation in that effort is requested.

Protests. Through September 9, 2015, OES has received 48 protests and has disposed of 33 of them in 31 decisions. Of the 31 decisions issued, the Election Supervisor found *2016 Rules* violations and ordered remedies in 9. Final protest rulings, including a summary of the protest, the investigation, the decision, and any remedy, are posted on www.ibtvote.org as they issue.

Contact the OES to get more information about any aspect of the election procedures.

Richard W. Mark
Election Supervisor

WWW.IBTVOTE.ORG

"My union is one of the few things that has helped…The Teamsters' commitment to members knows no bounds. I knew they'd come here after Katina hit, but to see what they did was above and beyond anything I could have ever expected."

—TERRY BANG, Mississippi Teamster
Affected by Hurricane Katrina

GIVE TO TEAMSTERS DISASTER RELIEF FUND

The Teamsters Disaster Relief Fund is a charitable 501(c)(3) developed in 1991 to assist Teamster members who have suffered a loss from a disaster. The fund receives donations from local unions and their members.

For more information, or to make a donation, visit http://ibt.io/tdrfund

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DECEMBER 2015/JANUARY 2016

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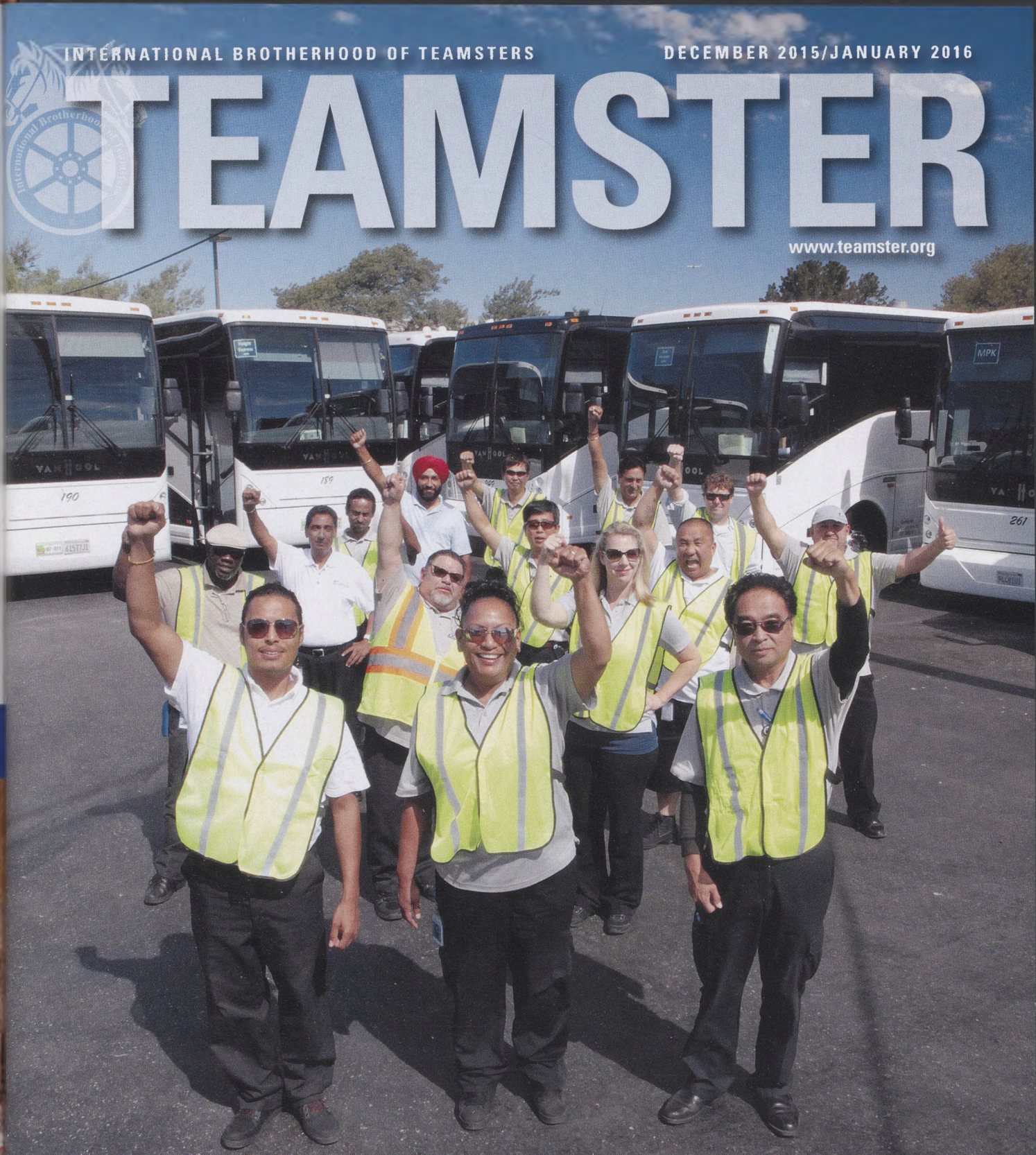

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TEAMSTER TECH REVOLUTION

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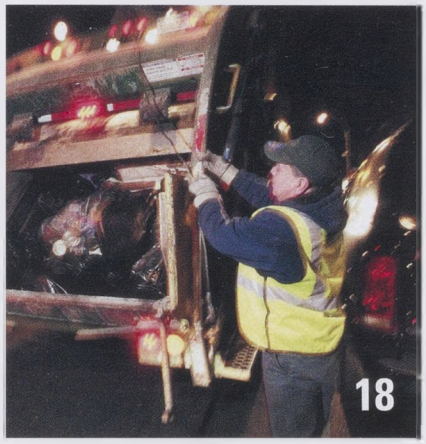

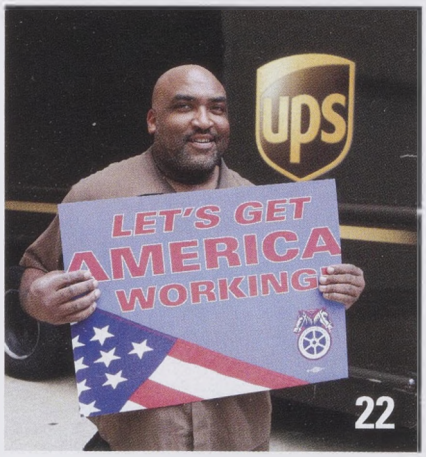

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Retirees, Workers Deserve to Receive Their Pensions

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

The golden years of everyday Americans who worked hard for decades to put away money for retirement are increasingly being jeopardized by the nation's pension system. But the Teamsters are working hard to fix it.

In September, several hundred Teamster members and retirees came to Washington to voice outrage over proposed rules governing pension cuts, attend IRS hearings on the issue and support for legislation offered by Sen. Bernie Sanders (I-Vt.) and Rep. Marcy Kaptur (D-Ohio) that would bolster multi-employer plans at the center of the dispute.

The "Keep Our Pension Promises Act" (KOPPA) would protect workers and retirees from cuts to their earned retirement benefits. In order to shore up the long-term sustainability of the existing federal pension insurance program, KOPPA creates a $30 billion legacy fund over 10 years, paid for by closing two tax loopholes used almost exclusively by the super-rich to avoid paying taxes.

I have also written to Thomas Nyhan, executive director of the Central States Pension Fund, to urge him to rescind their submission with the Treasury Department asking for permission to cut the pensions of thousands of Teamster members and retirees who have earned them. Reducing their retirement will devastate many of their lives at a time they are most vulnerable.

While the Central States Fund is certainly financially troubled, it is nothing short of outrageous to try to prop it up by proposing draconian benefit cuts that will impose significant hardships on the very people the Fund is supposed to serve. The benefits these workers and retirees earned were the result of their own hard work as well as that of their fellow Teamsters. Wiping it out in order to balance the books is tantamount to highway robbery.

Of course, this nation's retirement security problem goes deeper than just one pension plan. Workers should have enough money to live comfortably when they retire.

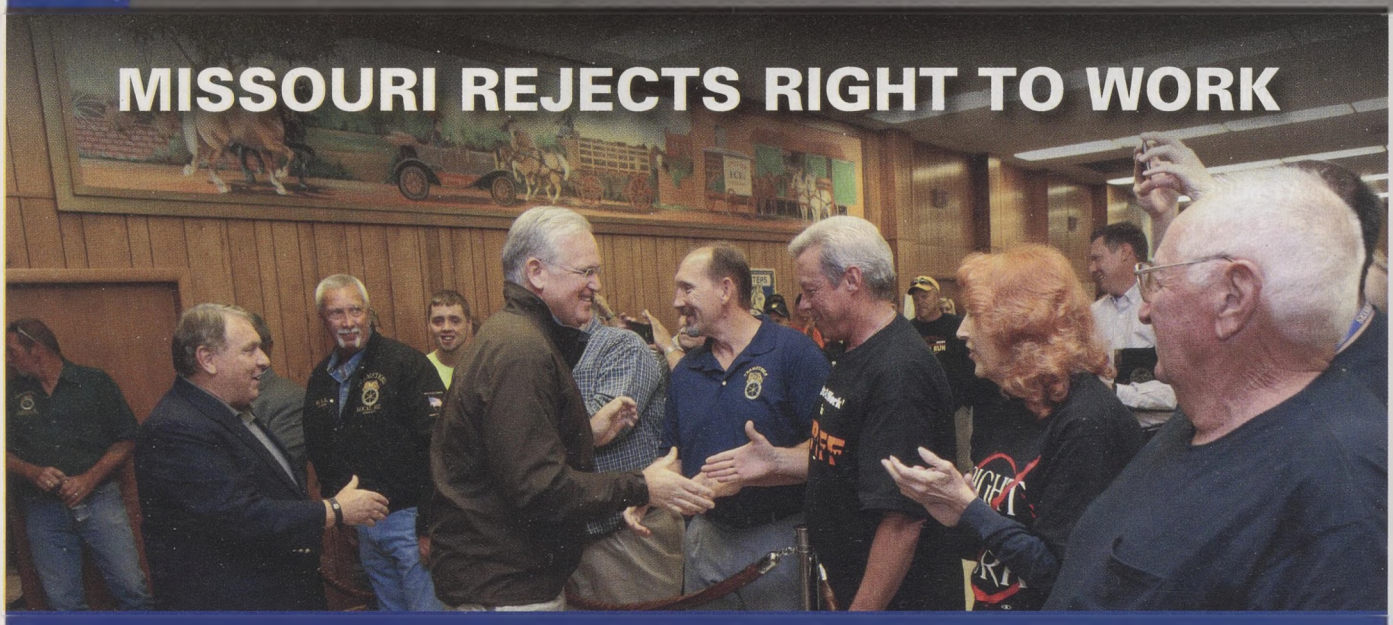
Financial institutions have done a number on pensions. A majority in Congress attacked workers' pensions that now put the retirements of thousands of Teamsters and other workers at risk. Meanwhile, Wall Street banks that raked in hundreds of millions of dollars managing pension funds during the Great Recession have largely been left unscathed.

Banks caused the pension problem, they should help solve it. As it stands, these institutions get to keep making millions on the backs of the very pensioners whose benefits are being cut. That is unfair, unjust and plain un-American. It can stop now, however, if lawmakers see the error of their ways and support a fix.

Retirees should get what they were promised.

James P. Hoffa

MISSOURI REJECTS RIGHT TO WORK



BIPARTISAN VOTE SUSTAINS GOV. NIXON'S VETO

In a rare display of bipartisanship, members of the Missouri House of Representatives recently voted to sustain Gov. Jay Nixon's veto of right-to-work legislation.

Sustaining the veto was a victory for working families and an embarrassing defeat for the groups pushing this anti-worker law.

Nixon vetoed House Bill 116 in June after the Missouri House and Senate passed it. Supporters of the bill needed a two-thirds majority vote to overturn Nixon's veto. However, a coalition of Republicans and Democrats stuck to their principles and voted to keep Missouri free from the damaging impact right-to-work legislation would have on the state.

The House needed at least 109 votes to override the veto and they fell short, so right to work was successfully vetoed.

"This attempt by outside special interests to cut wages for workers would also reduce access to training, jeopardize public safety and weaken our entire economy," Gov. Nixon said. "That's why a strong bipartisan coalition of legislators continues to support my veto of this divisive legislation."

"Today's bipartisan action by the legislature to uphold my veto of this divisive, anti-worker bill is a victory for workers, families and businesses here in Missouri and across the country," Gov. Nixon said. "I thank the members of the General Assembly, both Democrats and Republicans, who sent a clear message to the nation that Missouri will stand by its workers and oppose attempts by outside special interests to cut wages and weaken the middle class."

General President Jim Hoffa joined hundreds of union members from across the state that turned out to support Gov. Nixon and his veto on Saturday, Sept. 12 at Local 41 in Kansas City, Mo.

"I would like to thank the state legislators who put aside their partisan differences and came together to uphold Gov. Nixon's veto," Hoffa said. "They recognized that right to work is wrong for working families and is wrong for the state of Missouri. This has been a true victory for all Missourians."

Right-to-work states lag behind in wages, with workers averaging nearly $6,000 less annually. Eight of the 10 states with the lowest minimum wages and nine of the 10 states with the highest poverty levels are right to work.

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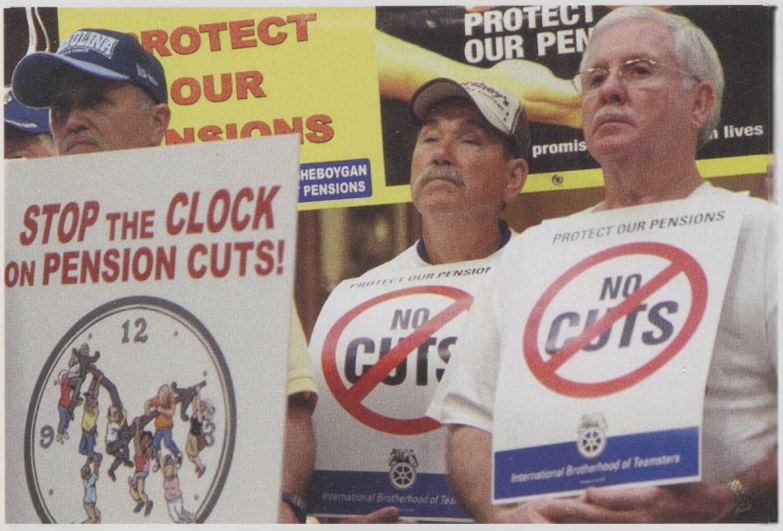


CENTRAL STATES SHOULDN'T CUT PENSIONS

Workers and retirees contributing to the Central States Pension Fund are having their retirement security threatened by legislation passed by Congress last fall that allows pension funds to cut active and retiree benefits. Administrators of the pension plan filed a petition with the U.S. Treasury Department in late September that would cut pensions by as much as 60 percent.

In an October letter sent to Fund Executive Director Thomas Nyhan, Teamsters General President Jim Hoffa told Nyhan that the proposed cuts are simply outrageous.

"Trying to prop up Central States by proposing draconian pension cuts that will impose significant hardships on the very people the Fund is supposed to serve makes no sense," he said. "The benefits these workers and retirees earned were the result of their own hard work as well as that of their fellow Teamsters."

That's why the Teamsters have been supportive of several legislative fixes. The "Keep Our Pension Promises Act" (KOPPA) would protect workers and retirees from cuts to their earned retirement benefits. The legislation would roll back provisions that were slipped into the fiscal 2015 spending bill approved by Congress last year that made earned pension benefits vulnerable to cuts.

And new legislation by Sen. Rob Portman (R-Ohio) would guarantee thousands of retirees and workers threatened by deep cuts to their pensions a meaningful voice in deciding their own future. The "Pension Accountability Act" shows that lawmakers across the political spectrum recognize a fix is needed. While it's not a complete solution, Sen. Portman's bill would be a start.

Either way, Congress is unlikely to take action unless they hear from constituents. The Teamsters are asking workers to contact their elected officials and ask them to support both legislative bills.

Central States should pull its horrific pension proposal. But if it doesn't, the Teamsters Union is not backing down.

Mayfield Dairy Workers Earn First Contract

Drivers, Dock Workers Stand Up to Threats

Mayfield Dairy Farms drivers and dock workers in Georgia voted in late August to ratify their first collective bargaining agreement with historic and comprehensive improvements in pay, working conditions and benefits.

The two units are made up of 100 workers in Marietta, Ga. represented by Local 728 and about 30 workers in Macon, Ga. represented by Local 528. The area-wide agreement covers both locals.

Workers with both Local 728 and 528 endured illegal union-busting behavior in the lead up to the contract agreement. Mayfield was the subject of a May 2015 complaint issued by the National Labor Relations Board (NLRB), Region 10, in Atlanta over the company's refusal to bargain in good faith and other unfair labor practices.

The NLRB found that Mayfield violated the law by retaliating against employees for joining a union and attempting to bargain. Specific violations of federal law by the company included withholding pay, changing health insurance and altering work schedules.

Mayfield is a subsidiary of Dean Foods, the Teamsters' largest dairy employer with more than 5,000 members. The Georgia workers are the first Dean group that has been organized and won a first contract in more than a decade.

UNION COALITION ACHIEVES UNITY

FIRST NATIONAL RED CROSS AGREEMENT

After several months of negotiations and a month-long balloting process, Teamster members, as part of a multi-union coalition, ratified a new contract at American Red Cross. The agreement will impact more than 1,300 Teamsters at 18 different local unions across the United States.

Karine Roberts, one of the more than 700 proud Teamster women at Red Cross, works as a phlebotomist and is a member of Local 223 in Portland, Oregon. "I've been involved with negotiating our last five local contracts. We've never had a national agreement and I think this is fabulous. The negotiators covered a lot of the big stuff."

Teamsters have represented American Red Cross workers for decades, mostly in the mobile blood collection units that service communities in major metropolitan areas across the U.S. Often it's a Teamster member assisting you at your local blood drive, whether it's in the Philadelphia, Boston, Los Angeles, Portland or Cleveland areas.

"We represent one of the larger Red Cross units since our members have to cover 19 different counties in Ohio," said Safeyyah Edwards, a shop steward at Red Cross and a Trustee of Local 507 in Cleveland which represents more than 160 blood collection workers, nurses, medical assistants and emergency medical technicians (EMTs). "Our members are dedicated. They believe in the work they do and serving the community at large. I like to say that we, frontline staff, are the backbone of the American Red Cross. Its success does not come without us."

Edwards, along with representatives from local unions from Boston to Atlanta to Detroit to Los Angeles and many points in between, spent countless hours working on the negotiation process with the other members of the union coalition bargaining team. "I am hopeful that the National Addendum will help resolve some outstanding workplace concerns at the local union level," Edwards said.

"Now that this first-ever national agreement has been ratified, Red Cross will be in a better position to improve its operations and overall financial condition, while organized labor will enhance its ability to effectively address concerns," said Michael Filler, Director of the Public Services Division.

TRAINING CENTER GOES EXTRA MILE

ILLINOIS CENTER WINS SAFETY AWARD

The goal for Mike Borjas, the director of the Joint Council 25 Employers Apprenticeship and Training Fund in Joliet, Ill., is providing the best training for Teamsters working in the construction trades as he can. Fortunately for the union, he is accomplishing this every day.

The Joliet facility trains up to 2,000 members per year in a variety of necessary skills. For a complete list of courses, check out www.illinoisteamsterstraining.org.

"A trained and certified Teamster is an employed member," Borjas said. "What we aim for here is to provide comprehensive training so that our members can maintain the Teamster reputation for supplying the best-trained, skilled workers for any type of construction project."

Many members interested in the construction trades have some prior military experience, and this can be augmented by the training at the Joliet facility.

Recently the National Safety Council, a nonprofit group which focuses on areas where the greatest number of preventable injuries and deaths occur, including workplace safety, teen driving, cell phone use while driving and safety in homes and communities, awarded the training center their "Trendsetter" award for the Professional Truck Driver Course as part of the Fleet Defensive Driver Safety Program Award category. Borjas accepted the award at the annual National Safety Council Congress and Expo held in Atlanta.

The Illinois Training Center is just one of the training facilities affiliated with the Teamsters that service members across the country which rely on federally funded grant programs administered through the union's Safety and Health Department. Los Angeles, Boston, Anchorage, Pasco (Wash.), Northern California, Newburgh (N.Y.), Tennessee, South Carolina, Las Vegas and Miami are home to construction training facilities at local unions that offer a broad range of courses.

"We have made training and certification a priority in our union because we believe that a well-trained Teamster member is the most productive and safe worker on any construction site," said Bubba Davis, Director of the Teamsters Building Material and Construction Trade Division. "With our union's call to repair and maintain infrastructure, we predict that a variety of construction projects will be coming online very soon and we want our members to be prepared. And, with training at facilities such as Illinois' in Joliet, they will."

Unified Front Brings VICTORY

Baltimore Sun Newspaper Drivers, Mailers and Pressmen Ratify Contracts

After a year of difficult negotiations, tentative agreements for three departments at the Baltimore Sun, represented by Local 355 and Local 888, were ratified at a jointly held membership meeting in October.

Hundreds of Teamsters crowded Baltimore Local 355's hall to capacity in order to hear from members of the bargaining committees representing the pressmen, mailers and delivery driver groups about the contract, which includes a freeze in the percentage of health care paid for by employees, and a provision that will allow members to follow the work should the newspaper move their facility.

The Baltimore Sun had sought to shift the full burden of health care premium costs to workers, among other regressive demands, but bargaining committee members endorsed agreements that preserved current health care and enhanced job security provisions.

The fact that the three units bargained together gave members a strong edge in completing the new agreement.

"Prior to these negotiations, the company told us that they would never allow us to bargain at the same time, but we did, and having a united front helped bring about this agreement," said Jim Deene, business agent with Local 355. "Standing together changed the tide of the negotiations."

Larry Geho, President of Local 888, also in Baltimore, explained how with this agreement there will be job security, in stark contrast to the drastic cuts being proposed at newspapers in other cities.

"The company tried to take everything from us, but this contract includes rights that we did not have before," Geho said.

Under the new agreement, employees would be able to follow the work, should the Baltimore Sun decide to move their facilities. This was an important provision as during negotiations it was revealed that the newspaper had sold its largest facility, called Sun Park, to the owner of Under Armour. The sports clothing and accessories company had then leased the Sun Park property back to the newspaper under a 10-year lease with a two-year vacate clause.

"Without this agreement there was no guarantee that the company would keep the unions. They also wanted us to pay more for benefits, but we stopped them on that," said Jim Sawyer, a 44-year transportation department employee. "If they do move to a new location they will take all of us with them. That is what the job security clause is all about."

The Teamsters Newspaper, Magazine and Electronic Media Workers Conference assisted the local unions with negotiating strategy over the entire two-year process. "We were glad to assist members working at the Baltimore Sun achieve an agreement which gives them job security and keeps health care premium payments at an affordable level," said Joseph Molinero, Director of the Division. "This is another example of how, when Teamsters stand together, the impossible can be accomplished."

Union has Called D.C. Home for 60 Years

This year marks the 60th anniversary of the dedication of the International Brotherhood of Teamsters headquarters in Washington, D.C. The building is recognized as a landmark in the city, and stands as a testimony to the union's accomplishments throughout American history.

The idea for an office located in Washington began in 1940. Teamsters General President Daniel Tobin purchased a plot of land overlooking the Capitol. He wanted the union to be able to closely observe the actions of Congress and take an active role in the legislative process surrounding labor issues. Due to World War II and other pressing priorities, the General Executive Board (GEB) postponed construction for over a decade. The first designs were produced in 1950, and General President Dave Beck made revisions to the plans after succeeding Tobin in late 1952. In June 1952, the GEB approved the move of the headquarters from Indianapolis to Washington, D.C.

The building was constructed entirely by union labor. Work on the building advanced rapidly, and construction was completed in June 1955.

The dedication of the building had several events, including open houses, speeches by Teamster officials, a Marine Corps color guard and even a telegram from the president.

"It is fitting that this structure be built in the capital of a free republic which accords to labor and its representatives their equal and rightful place in its social and economic life. Strong, dedicated, democratic trade unionism is one of the bulwarks of our American way of life. Our democracy and our economy both make possible and draw strength from free trade unions," read the telegram from President Dwight D. Eisenhower.

New Contract at Ralphs, Vons and Albertsons

Wages, Pensions and Health Care Benefits Improved

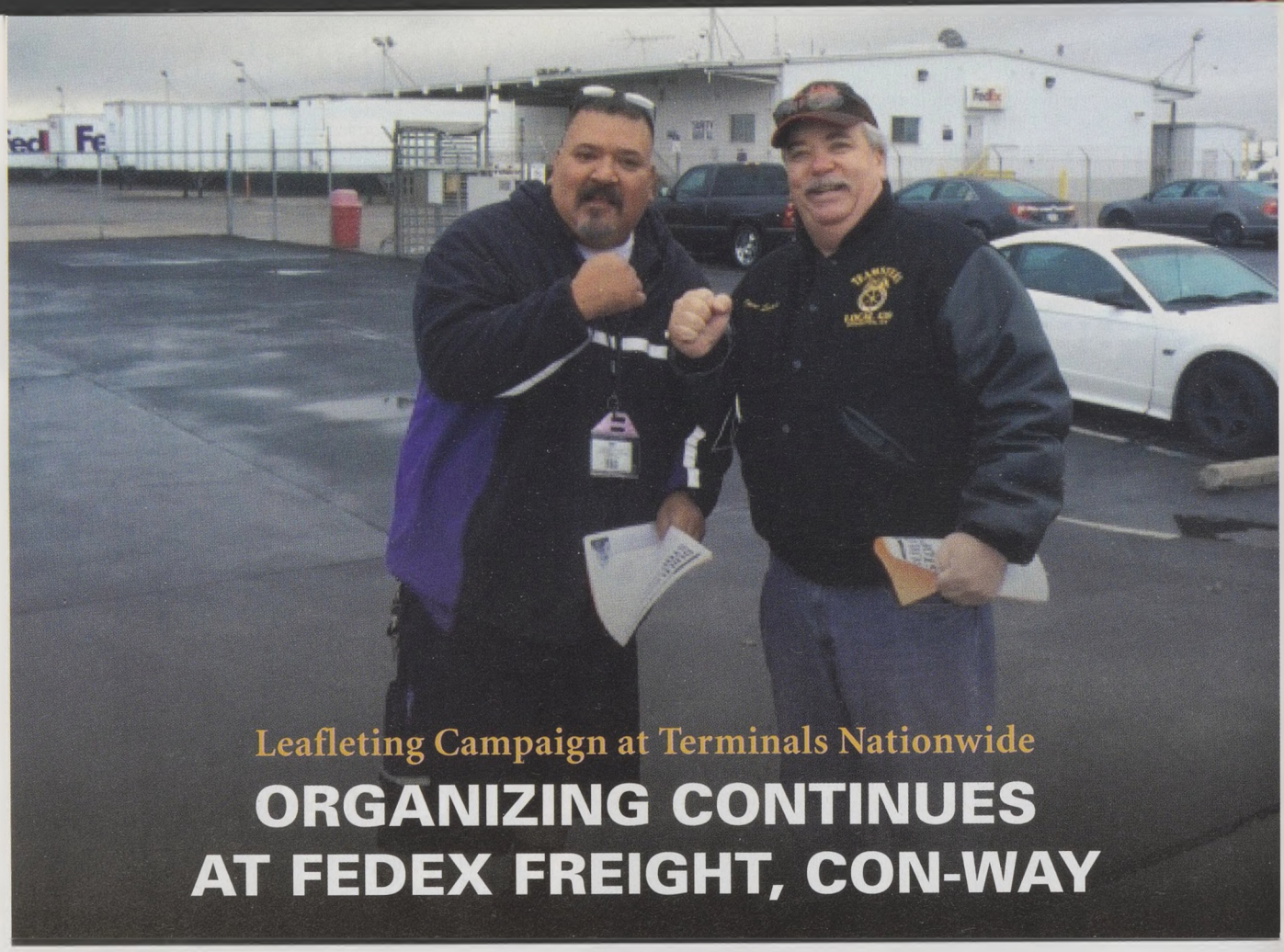
A majority of Teamsters working as drivers, warehouse workers and in dairy and manufacturing at grocery companies Ralphs, Vons and Albertsons in Southern California have ratified a new five-year agreement. The contract raises work standards and compensation for the more than 2,000 employees represented by Teamster locals throughout the region.

"Our members voted to ratify this new agreement because it improves wages, health care benefits and retirement security," said Rick Middleton, Teamsters International Vice President and chief negotiator. "We bargained for several months with the companies to reach terms that included improvements that our members would want. All the planning and time involved with bargaining was well worth it."

On Oct. 7, a tentative agreement was reached with the grocery companies after three months of negotiations. In September, members voted overwhelmingly to strike after the contract expired. Teamster members received solidarity from the broader labor movement in Southern California ahead of the ratification vote, which took place Oct. 16-18.

"It was a challenging process, but we were able to hash out an agreement to raise work standards and compensation for all of our members at Ralphs, Vons and Albertsons," Middleton added.

"We are proud that our members at Vons, Ralphs and Albertsons will continue to have the security of a union contract," said Steve Vairma, International Vice President and Director of the Teamsters Warehouse Division.



Leafleting Campaign at Terminals Nationwide

ORGANIZING CONTINUES AT FEDEX FREIGHT, CON-WAY

After four organizing victories at FedEx Freight and three at Con-way in the last year, the campaigns at the two freight companies have entered a new phase focused on building a national activist network at the companies along with local union and freight member training.

"The campaigns at FedEx Freight and Con-way are not sprints, they are marathons," said Tyson Johnson, Director of the Teamsters National Freight Division. "We will continue to work with our local unions and members to move these campaigns forward."

In recent months, staff members from the Teamsters Organizing Department have visited local unions across the country to train the local union staff and members about organizing techniques focused on the issues facing the workers at FedEx Freight and Con-way. The trainings have proven successful and will continue.

The multi-pronged campaign formula is based on connecting and activating workers within the companies along with ground organizing and the educational process with our own membership, and it is working.

National Leafleting

In addition, a first-ever nationwide day of leafleting took place at Con-way Freight terminals on October 20, 2015. In September 2015, XPO Logistics said it would buy Con-way for $3 billion, including debt, making it the second largest provider of less-than-truckload services in North America. However, workers are very concerned about how the acquisition will affect them. The outreach has created numerous new opportunities to talk to the Con-way workforce.

On November 10, a similar national leafleting day took place at FedEx Freight facilities. FedEx Freight workers are tired of the inferior, expensive health care benefits, terrible retirement security, lack of job security and the company spending millions of dollars to hire union busters to fight organizing campaigns, among other issues. The Teamsters confronted FedEx CEO Fred Smith about the expensive health care coverage during a recent shareholders meeting, and Smith got agitated by the questioning.

"Our freight members have played a critical role in the organizing campaigns and we will be calling on you in the future to help with these campaigns," Johnson said to Smith. "No one is more effective than our members at spreading the word about what Teamster power and the importance of having a contract means firsthand. The more we build density in freight, the better off all our members are."

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The POWER of Education

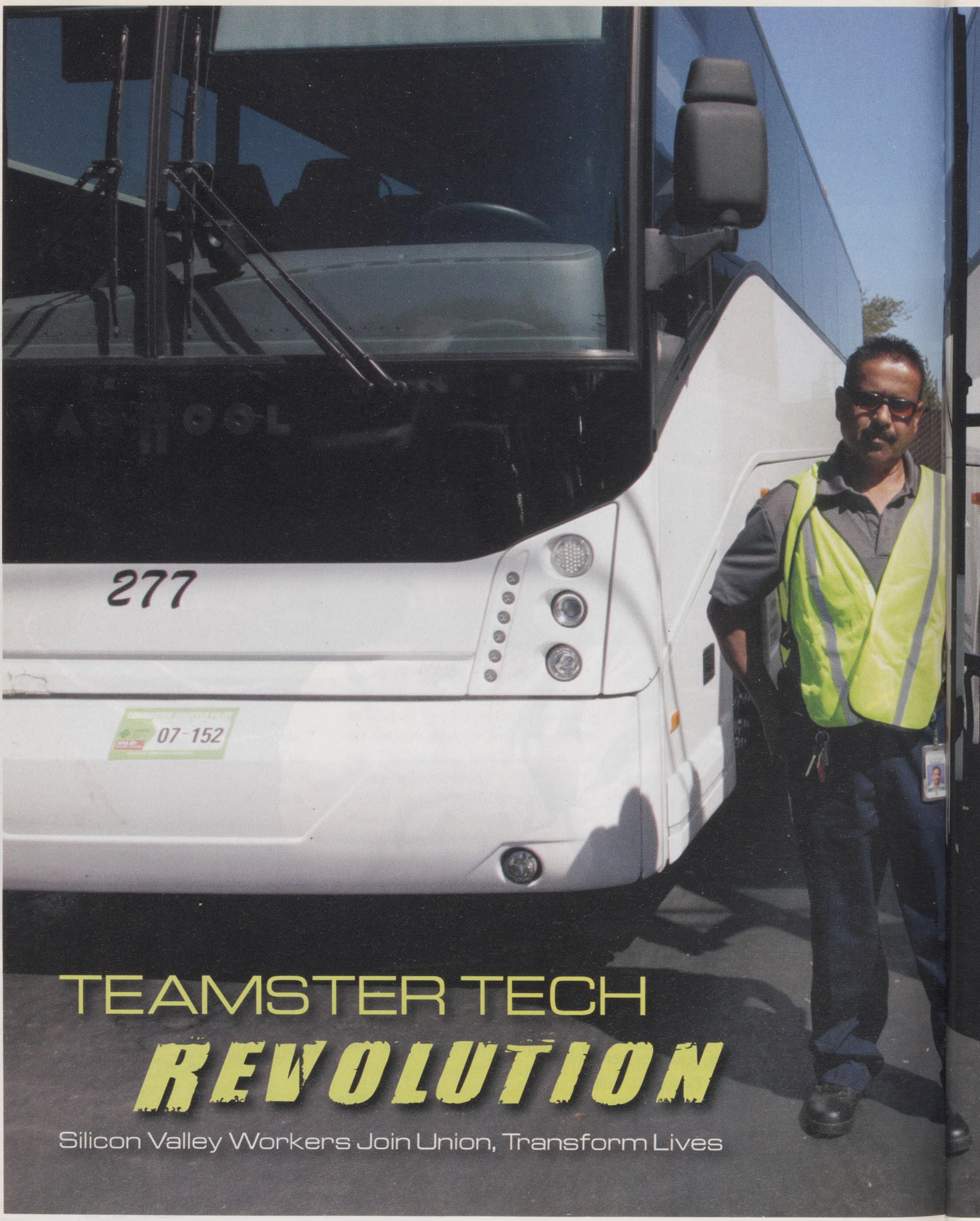
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

For high school seniors who are children of Teamster members. Deadline is March 30, 2016. File Your Application TODAY!

For more information, contact your local Teamsters Union office or visit www.teamster.org

THE JAMES R. HOFFA MEMORIAL SCHOLARSHIP FUND

2016-2017 ACADEMIC YEAR SCHOLARSHIPS



TEAMSTER TECH REVOLUTION

Silicon Valley Workers Join Union, Transform Lives

In a photo that appears on the pages of The New York Times in October 2014, Cliff Doi is thoughtfully looking out from behind the wheel of his bus. Perhaps Doi, who shuttles Facebook employees to and from work, is thinking about the changes that are to come. Doi can now say that he was there at the very beginning—the beginning of the Teamster tech revolution.

"We were the first. Hopefully all Bay Area transportation companies will go union and if that happens that would be cool," Doi said. "I'm hoping even more workers will join us and take a stand."

Fast forward a year later, and Doi and his co-workers employed by Loop Transportation, the contractor for Facebook, are Teamsters benefiting from a groundbreaking agreement that includes significant wage increases, health care benefits and a long list of other improvements.

"We're becoming the union for the tech industry," said Rome Aloise, International Vice President, Secretary-Treasurer of Local 853 in San Leandro, Calif., and the man at the forefront of this innovative organizing effort. "We are living our vision of making sure that support workers, most often working for third-party contractors, are compensated fairly and in line with what these tech companies can afford, and that they are treated with dignity."

"We lit a fuse," said Rodney Smith, a Local 853 organizer. "As soon as we got a contract at Facebook, we started hearing from drivers at all of the shuttle companies wanting to become Teamsters."

In less than a year, Teamster organizing in the tech industry has spread from Facebook to other global multi-billion dollar brands with household names, like Apple, Yahoo, Google, eBay and more. A new frontier for organizing has opened up in the highly successful tech world, uplifting lives and creating a brighter future for workers in a futuristic industry.

Connect with Teamsters in Tech

http://teamster.org/tech-drivers-deserve-union
http://www.teamsters853.org/

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Thumbs Up at Facebook

Commuter shuttle drivers often start work before sunrise, and end their day after sunset, transporting tech company employees from their homes in trendy parts of San Francisco to sprawling office parks in locations like Cupertino and Mountain View—places where it's cool to work, but not so cool to live.

Some estimates put the number of contract workers in Silicon Valley at 77,000. It is an industry with a disparity between billionaire executives, six-plus figure-earning techies and the low-wage workers who keep the cafeterias moving, the buses running and the floors clean. Seeking a living wage and a decent life, these low-wage workers are organizing. It's a tech union revolution that is taking place in Silicon Valley, and Teamsters are leading the way.

In November 2014, 87 Facebook drivers, employed by Loop, became members of Local 853. In February 2015, they ratified an agreement that raised the average pay for workers, who live in one of the most expensive areas of the country, from $18 an hour to $27.50 an hour, including a split shift differential. The agreement also includes 11 paid holidays; up to five weeks paid vacation; guaranteed hours; health care for workers and families of full time workers, fully paid by Loop; wage increases for workers on split shifts; a minimum six-hour day for workers who can't work split shifts and much more.

For shuttle drivers who work long days, away from home for 14-16 hours, the split shift pay and adjustments were critical to their quality of life.

"I hope that everybody else that drives and is not in the union goes into the union," said Alfredo Castillo, a Facebook driver. "I think it's great having the union and we deserve it."

Cynthia Goolsby, also a Facebook driver, agrees. Goolsby says she makes $26.40 an hour now, and that's $8.40 more than she made before becoming a Teamster.

"It makes a huge difference," Goolsby said.

Denisha Powell has only been driving for the Facebook contractor for a few weeks and is enthusiastic about her new job. Powell was formerly a Teamster driver at another company, and it was important to her that she remain a Teamster.

"I'm excited to be working here and working as a Teamster," Powell said. "My mother retired from UPS as a Teamster and she's proud of me!"

After Facebook drivers organized, 140 drivers at Compass Transportation—the contractor for Apple, eBay, PayPal, Yahoo, Zynga, Genentech, Amtrak and Evernote—also joined Local 853. In August, waste workers with Genentech contractor Clean Harbors, and warehouse and shipping workers with Google Express contractor Adecco joined Local 853.

In August, Compass Transportation workers unanimously approved a contract proposal based on the Loop workers' contract. Apple, eBay, Yahoo and Genentech have since instituted significant wage increases as a result of the organizing efforts, and have expressed support for a full package for the drivers, building pres-

sure on Compass to accept the unanimously approved contract.

"We want everyone to be on an equal playing field," Aloise said. "Facebook did the right thing and it's time that the rest of these wealthy companies step up and do the right thing."

Dangerous Jobs

Not far from Facebook's famed headquarters in Menlo Park, Calif., is the warehouse facility for Google Express contractor Adecco. Customers who want to purchase items like toilet paper, shampoo, soup or any other myriad items from stores like Costco, Whole Foods or Target, can sign up for same-day delivery through the Google Express service.

It's in this former slaughterhouse where Adecco employees warehouse and prepare the items for delivery by couriers. These workers have suffered from poor ventilation, sweltering temperatures, electrical fires and damaged equipment. The employees are also required to sign short-term employment agreements with Adecco that limit them to two years of employment, although those limits are at the discretion of the employer and appear to be exercised at whim. It serves as a reminder from the company of who's really in charge; an "at will" status hangs heavy and offers no hopes of job security. The workers' hope was to change these working conditions by joining the Teamsters.

"Good things are coming for us," said Chris Henderson, who works in the warehouse. "We want to be safe and focus on our jobs; that is all we want to do."

San Francisco LABOR HARMONY

With thousands of tech company employees taking commuter shuttles to work, where do all those buses go? They pick up and drop off passengers at public transportation stops, called Muni stops, as part of a commuter shuttle pilot program established last year by the San Francisco Municipal Transportation Agency (SFMTA). However, while commuter shuttles—like the ones that transport tech industry employees—get to use, for a fee, public bus stops which are taxpayer funded and maintained, they're not held accountable for their labor standards. Should a strike or work stoppage occur due to a company's poor labor record, the workers and the community will be the ones to suffer the impact.

This is why Teamsters in Northern California are bringing public attention to this issue, including rallying in the streets of San Francisco. Thanks to the work of Teamsters Local 853 and Local 665, the San Francisco Board of Supervisors adopted a resolution that would require the SFMTA to consider the labor practices of commuter shuttle operators as part of their permitting process. Teamsters and allies are putting pressure on SFMTA to adopt the unanimously approved resolution.

"San Francisco is a union town, and there is genuine concern for wages, benefits and working conditions for these drivers that work for some of the most profitable companies in the world," said Doug Bloch, political director for Joint Council 7, representing more than 100,000 Teamsters across California and Nevada. "The Board of Supervisors is standing with the drivers who are fighting for their fair share, and working to make sure that any fight won't interfere with the regular business of 800,000 daily bus riders in San Francisco."

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Beverly Vanatta

Works at: Facebook driver for Loop Transportation

Past: School bus driver

Status: Teamsters Local 853 member and the #union is helpful. I like my job and co-workers.

Terrance Rollins

Works at: Facebook driver for Loop Transportation

Lives in Stockton, Calif.

Status: Father of 10, but Facebook is like my #family. It's a good thing to have the #union!

Bob Kerrigan

Works at: Adecco warehouse, a contractor for Google Express

Status: I'm excited about joining the #Teamsters. We definitely need security and guarantees here.

Henderson said that he and his co-workers had to contend with an anti-union law firm during their organizing drive. Union busters tried to keep the workers from forming a union, which the workers were doing to change what Bob Kerrigan describes as 'Third-World' conditions at the facility.

"I am personally excited and thrilled; everyone from the Teamsters has been fantastic for us. We have more support in the past few months than we've gotten from Adecco in years," said Kerrigan, who works in the warehouse.

At Clean Harbors—the contractor for Genentech—compliance technicians, chemists, in-site technicians and administrative assistants joined Local 853 this summer. Bobby Winter, a compliance technician, said he started the organizing efforts by calling Stacy Alvelais, a business agent with Local 853.

Winter is pleased to be a Teamster and is looking forward to a contract at Clean Harbors, where workers collect and dispose of hazardous and universal waste.

"It's a dangerous job. It deserves to be remunerated properly," said Winter, who praised the National Labor Relations Board's recent rulemaking on expedited elections, which allowed for a quick vote. "We had much less harassment from management than we would have because of the policy change."

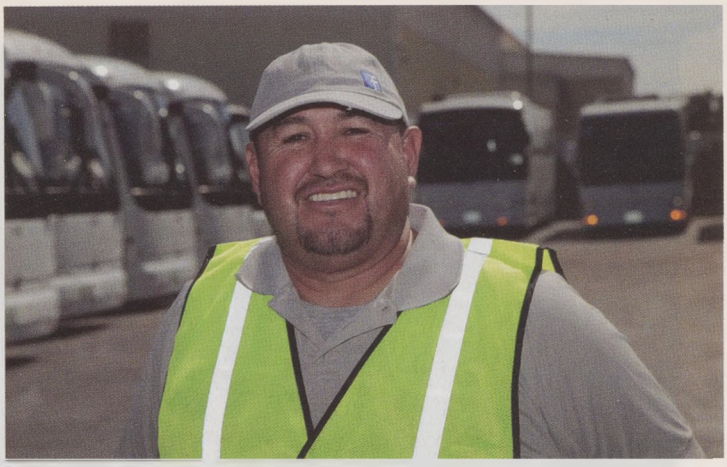
Press Effect

The world took notice when workers in the tech industry began organizing with the Teamsters in Silicon Valley. Headlines like, "Facebook Drivers 'Like' Teamsters," had caché. Reporters were intrigued by organizing efforts at corporations whose products have become a part of daily life around the globe. Facebook alone has more than a billion active monthly users.

Tech reporters with varying degrees of knowledge about unions paid attention, and the workers' stories were featured worldwide in The Wall Street Journal, The New York Times, USA Today, Time, San Francisco Chronicle and countless tech publications, as well as on television and radio.

Aloise recognized that proactively engaging with reporters by keeping them informed and providing access to workers—even inviting reporters to union meetings—contributed greatly to the positive press that the campaign has received and is receiving.

The reporting put pressure on the contractors, and their clients, to do right by the workers. Extensive media coverage has also introduced new workers to the Teamsters, as they read about what was happening and recognize that they, too, deserve union representation.



Digital Divide

At 7:30 a.m. on a Thursday in September, millennials line up at the corner of 24th and Valencia, in San Francisco's Mission District. It's an area of the city where young professionals have displaced longtime residents. Former Labor Secretary Robert Reich recently described San Francisco as a "microcosm for what is happening not only in the United States, but all over the world," reflecting growing wealth and widening income inequality. In this neighborhood, it is mainly working class Latinos who have felt the pinch of gentrification.

The dot-com employees wait on the corner as buses pull up with dashboard placards that read the final destinations—"Yahoo," "LinkedIn," "Tesla" and many other companies in Silicon Valley.

A young man with a British accent welcomes a friend to the corner; the friend is riding the bus for the first time that day. It is the only company bus that morning and it will transport the friends about 45 minutes outside the city to where they will start their work days, contributing their minds to some of the world's largest and most innovative brands.

Scott Peebles's commute to work that morning was much shorter. Peebles works as a shuttle driver for Compass Transportation, driving employees of Apple—which is number five on the Fortune 500 list—and he got to work that day in his 1997 Dodge Caravan, his home.

Peebles is one of a growing number of workers who, despite being employed full time in Silicon Valley, struggle in a competitive market to find affordable housing. Peebles slept on an inflatable mattress in the back of his minivan at night, and during his split shift, would visit the library and aim to learn something new every day. He would also persistently search for a home, knowing that "this isn't supposed to happen in America."

After Peebles moved to California to make more than the $10 an hour he earned as a paratransit driver in New York City, he came to Compass and started at $18 an hour, and was soon earning $19.50. After he and his co-workers organized with the Teamsters in February, his pay shot up to $30 an hour.

"When I heard we were going to have a union, I got very excited, especially because it was the Teamsters. I said, 'Wow, this is going to change everything.' Without the union, the company wouldn't have raised the wages. I'm grateful for that," Peebles said.

With the retroactive pay, Peebles was able to put money on his credit card and keep a positive outlook. After two months of living in his car, Peebles recently found a room in a town house for $1,300 a month. His new home has tall ceilings and a comfortable bed, and it's an opportunity made possible thanks to the wages he is now making.

Not everyone has that opportunity. This is why the Teamsters Union is working to create opportunity for more workers, as part of a growing movement of labor, faith and community-based organizations and workers challenging income inequality in Silicon Valley through a partnership called Silicon Valley Rising.

According to a report by Silicon Valley Rising, although the region's top tech firms made a record $103 billion in profits in 2013, one in three Silicon Valley households do not make enough money to meet their most basic needs. The San Francisco Chronicle reports average monthly rents for a one-bedroom apartment are in the range of $3,361 in San Francisco and $2,469 in Oakland. A housing crisis exists, and as developers build skyscrapers, no fault evictions are on the rise in San Francisco.

"We believe in a Silicon Valley where all workers, their families and communities are valued and are a part of our region's prosperity. Silicon Valley Rising strives to close the drastic inequity in our community," said Derecka Mehrens, Executive Director of Working Partnerships USA, one of a number of community groups that is leading the campaign along with the Teamsters.

Rising Tide

"The saying goes that a rising tide lifts all boats, but in the Bay Area, the rising tide is lifting all buses," Aloise said. "We are seeing contractors that had stalled on wages now negotiating big wage increases so that they can keep their drivers from moving to one of the better-paying companies. We are seeing proposals at the table for double-digit wage increases for school bus drivers. The union is raising the standard not just for shuttle drivers at tech companies, but as a result of those successes, raising the standard for other workers."

Sean Hinman, a Facebook driver, sees the big picture, as well, and is proud of what he does for a living and his status as a union member.

"I'm very grateful to be at a company that is involved with a tech company and a union," Hinman said. "Tech companies are the future. We live in a time where Google, Facebook, Apple, LinkedIn, these companies are the powerhouses, and for us to be able to unionize and rebuild the great structure of America—to give workers a chance to live and survive in America—that's a great thing."

Aligning With America's Strongest Union Earns Workers Respect

SAPUTO WORKERS SECURE CONTRACT

Things weren't going well for Saputo workers at the company's Lena, Wis. plant early last year.

Contract negotiations were at a standstill after 18 months of negotiations. They knew they had to do something. So they joined Local 662.

That decision paid off handsomely earlier this year when the nearly 460 workers at the cheese production facility approved a new five-year contract with Saputo that improved employee health care benefits as well as the worker grievance procedures. More than 80 percent of voting workers approved the contract.

Formerly represented by an independent union, they said their employer was forced to sit up and take notice when workers there aligned with the Teamsters.

"It shows what the power of people standing together can do," said Tom Strickland, a business agent with Local 662. "These workers wanted to change their future for the better and they made it happen."

Saputo is a Montreal-based Canadian dairy company with operations in over 40 countries. In Lena, workers cited favoritism, unaffordable health insurance and lack of respect as the main reasons for organizing with the Teamsters.

Organizing Victory

Saputo employees said joining the Teamsters made all the difference when it came to getting a great new contract agreement.

These workers initially joined the union in October 2015 with a commanding vote: The workers voted 367 to 79 in favor of

representation by Local 662.

"The Saputo workers have wanted respect from the company for a long time. Their campaign only took seven weeks and was a quick victory due to the resolve of the group to gain Teamster representation," said Rick Skutak, Teamsters Local 662 Secretary-Treasurer, at the time of the organizing victory.

"I am so happy to be a Teamster because I know we will be treated fairly," said Brett Behnke, a string assembler at Saputo.

"I'm excited because I know I can keep on supporting my family and we can negotiate for fair wages and benefits as Teamsters," said Deb Panske, a stick operator at Saputo.

"This margin of victory shows what we can do together when the membership is this united," said Strickland.

The local held events that kept members informed and united, including cookouts, informational meetings and other solidarity-building events. After the contract was ratified, the local held another cookout for the new members. And since the election, the new Teamsters have remained united.

'Power of the Union'

"Just having the power of the union behind us made a difference," said Lisa Blahnik, a lab tech who has worked at Saputo for 36 years.

She noted that the company didn't listen to them before they joined Local 662. But that attitude changed afterward, and the workers are grateful.

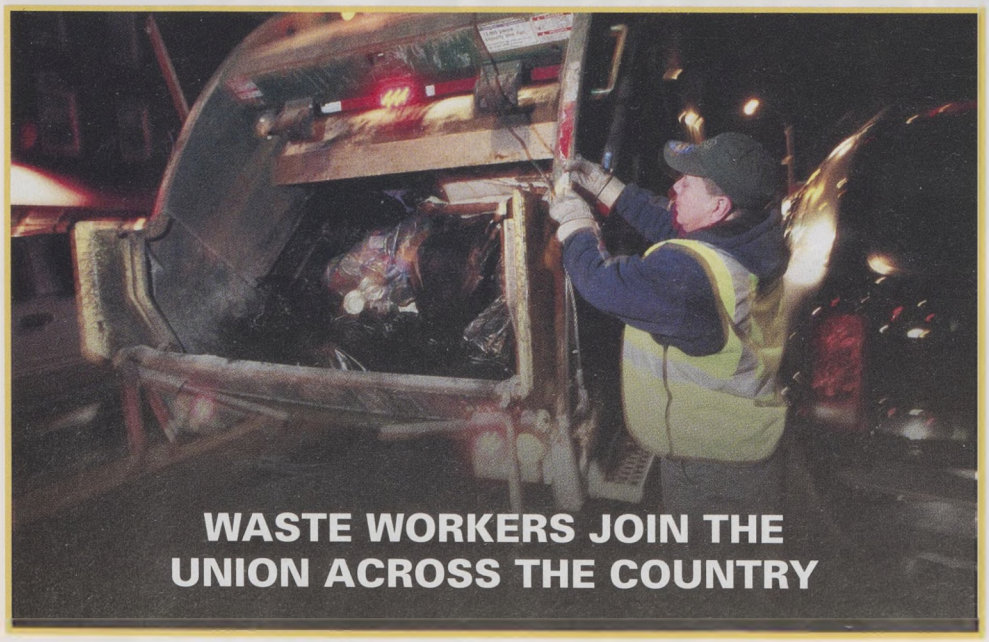
"I wouldn't give up being with the Teamsters for anything," she said.

Annette Earley, a 24-year Saputo employee who works as an ultrafiltration operator, agreed. "Joining the Teamsters meant respect," she said. "Management has changed. It is comforting."

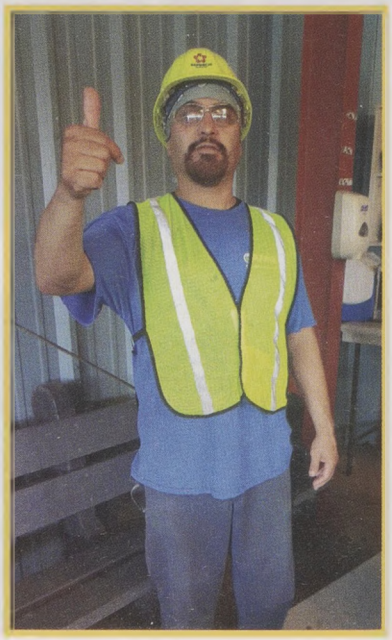
Strickland thanked the International Brotherhood of Teamsters in its help with securing the contract, especially Rome Aloise, International Vice President and Director of the Teamsters Dairy Conference. He also said Saputo has become a good corporate partner who is willing to work with the union.

"By working together, Teamsters Local 662 and the International Brotherhood of Teamsters are raising standards and improving conditions for yet another group of dairy workers," said Rome Aloise, International Vice President and Director of the Teamsters Dairy Conference.

The Teamsters represent more than 1,600 Saputo workers at 11 facilities in the U.S. and Canada.



WASTE WORKERS JOIN THE UNION ACROSS THE COUNTRY



WASTE INDUSTRY ORGANIZING POWER

More than 200 waste workers at five locations, in California, Washington state, Oregon and Ohio, recently voted to become Teamsters.

The workers are employed at the two largest waste companies, Waste Management and Republic Services, and at Recology.

"Waste workers across the country are seeking protections on the job and the workers at Waste Management, Republic Services and at Recology have taken the bold step by forming their union," said Ron Herrera, International Vice President and Director of the Teamsters Solid Waste, Recycling and Related Industries Division. "We look forward to helping these workers win the strong Teamster contracts they deserve to help them and their families have a more secure future."

On Sept. 2, 2015, Local 396 won card-check recognition for 125 workers at a recycling facility in Huntington Beach. The facility is owned by Republic Services, which purchased it from Rainbow Disposal Company in 2014. The victory was the result of Local 396's efforts, under the leadership of Herrera, to organize workers following the overhaul of the waste-collection system in Los Angeles. The local worked with community groups, elected officials and other allies to help get the Los Angeles City Council to approve a plan so that more materials are diverted from landfills and cleaner trucks are used.

Local 396 negotiated labor-peace agreements covering Republic Services workers, which in this recent victory gave Local 396 better access to workers and information to help with the organizing campaign. The agreement also calls for a 90-day time limit for both parties to negotiate a first contract, avoiding the common tactic by employers to drag out negotiations.

At press time, the workers are seeking fair pay, improved benefits, a safer workplace and fair treatment.

Republic Victory

In the other victories, on Aug. 26, 2015, workers at Republic Services in Salem, Ohio voted 9-5 to join Local 92 in Canton. There are 15 workers—residential and commercial drivers—in the bargaining unit.

"The workers remained strong and united despite the employer's threats that it would close down," said Doyle Baird, Local 92 President. "Local 377 Secretary-Treasurer Sam Cook and his staff were very helpful to us during the campaign."

Local 92 represents about 150 Republic workers in Massillon, Ohio. The workers in Salem know what a Teamster contract has meant for the workers in Massillon and they want the same protections.

"The Salem workers want affordable health care, fair wages, respect and safer equipment," Baird said.

On August 28, drivers at Waste Management in Redding, Calif. voted by a 2-1 margin to join Local 137.

The workers approached the local union in mid-July about joining the union, and Local 137 filed for an election on August 3. The vote was 16-8. There are 36 drivers in the bargaining unit.

"Individually, we as drivers had no voice with management to create positive change in our working conditions," said driver Vincent Smith, a 27-year employee at Waste Management. "With the help of the Teamsters, I look forward to participating in improving our work environment as well as employee satisfaction."

The workers are concerned about getting treated with respect on the job, safety and improved working conditions.

"This is a great victory for these hard-working employees," said Dave Hawley, Secretary-Treasurer of Local 137. "It was all about dignity, respect and a safe work environment. We really appreciate the help of the Teamsters Waste Division in helping the workers get the job done."

Two Wins at Recology

On September 3, by a 3-1 margin, solid waste workers at Recology in McMinnville, Ore. voted to join Local 324.

The drivers voted 18-5 to join Local 324 in Salem. There are 24 drivers in the bargaining unit. The workers are the first at Recology in Oregon to become union members.

"The drivers want respect on the job, more affordable health care, safe vehicles and fair wages," said Chris Muhs, Local 324 Secretary-Treasurer.

"I am excited to become a Teamster and to work to address all the issues we have on the job," said driver Paul McCullough. "We stayed united and strong during this campaign because we know that as Teamsters, we will be strong and can fight for positive change."

The workers approached the union in early August and Local 324 filed for an election on August 6.

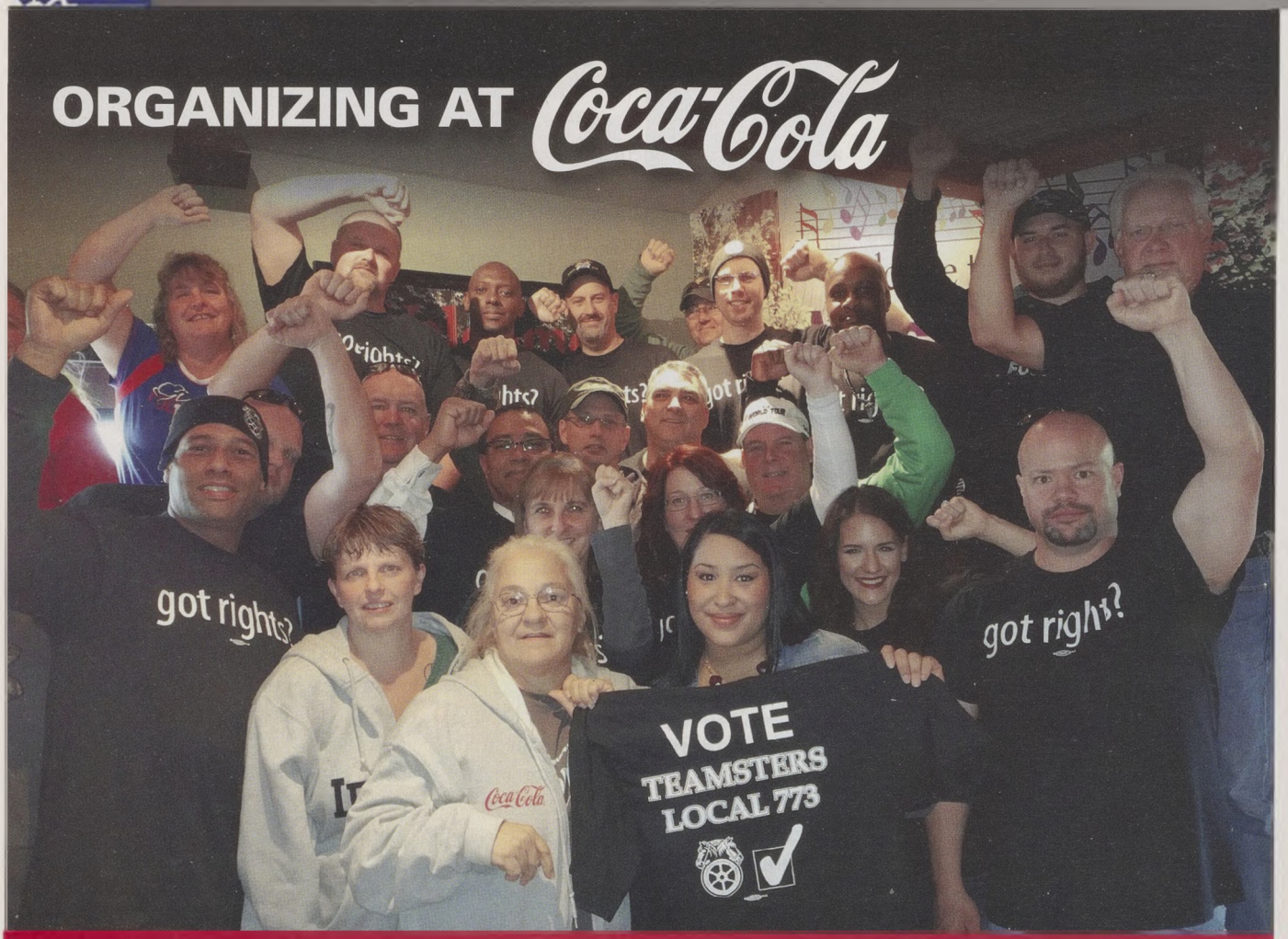
In another victory at Recology, in Seattle, Local 174 won voluntary recognition in August for a group of approximately 60 workers at a recycling facility. "The workers want fair wages and improved benefits," said Rick Hicks, Secretary-Treasurer of Local 174.

In obtaining the voluntary recognition agreement, the union agreed to begin bargaining the sanitation workers' contract early so that the parties do not run up against the expiration of the existing agreement set to expire March 31, 2016.

Also at Local 174, in mid-September, 25 recycling workers at Renu, a waste company that is a division of North Star, ratified a first contract that boosts wages and benefits dramatically.

The workers' wages and benefits packages will increase by at least $9.01 to a high of $16.57 per hour. The workers had been paying premiums averaging approximately $225 per month for an inferior company health plan. They will now move to a far superior Teamster health plan with a $50 total monthly premium for the life of the agreement. The workers also will get overtime after eight hours daily and double-time after 11 hours, seniority rights and they move into the Western Conference of Teamsters Pension Plan.

"This shows what a powerful difference it means to work under a Teamsters contract," Hicks said. "The workers will receive the wages and benefits they deserve for the hard work they do every day serving their community."



ALLENTOWN WORKERS JOIN LOCAL 773

Coca-Cola workers in Allentown, Pa., became the first new unit of Coke Teamsters in more than a decade.

By a majority vote, production workers at the Coca-Cola manufacturing facility voted to join Local 773 in Allentown. There are 90 employees in the union bargaining unit, all of which work in the syrup production facility, the key ingredient in Coca-Cola beverages.

"After many years of not being heard, the employees of Coca-Cola Lehigh Valley syrup plant finally have a voice," said Dan Rice, an employee for the past 16 years. "I look forward to this new partnership knowing that when we work together we can accomplish many great things."

Coca-Cola has, over the years, diversified their inventory of beverages in order to suit current tastes. In addition to Coca-Cola, other sodas such as Sprite, Fanta and Powerade are made at this facility.

"These Coca-Cola employees work hard to keep the production levels high and we are proud to be their union representatives," said Dennis Hower, President of Local 773.

Workers sought to unionize over wage and work-rule changes. The company had frozen workers' pay and it looked as if they would remain stagnant for years. The company also took away two paid holidays.

Hower said the union's experience with the employer helped in organizing and will ensure a good contract for these new Teamsters.

"We already represent other employees of Coca-Cola at an independent bottler of Coca-Cola products, and we have experience negotiating contracts in this industry. We look forward to working on the first collective bargaining agreement here," Hower said.

"The majority of the workforce here felt that union representation was right for our future," said Sean Werner, a four-year employee of the plant. "I am proud to say as Teamsters we finally have a voice."

LOCAL 667

Waste Management

Drivers at Waste Management in Memphis, Tenn., have voted to join Local 667. The 37-worker unit remained strong and united as the company waged a vicious anti-worker campaign. During the campaign, the workers were joined in support by students and campus workers at the University of Memphis, along with sanitation workers who participated in the historic 1968 strike.

"We are glad to have representation and we will continue fighting to win fair pay and improve conditions," said driver Norman Williams, a 12-year employee at Waste Management. "Now that we have the Teamsters on our side, we can negotiate a contract with the company that will bring back the pay and benefits we need to provide for our families."

In addition to improved pay and benefits, the workers are also seeking respect on the job and safer working conditions.

"Sanitation workers perform one of the most dangerous jobs in America, and they deserve the protections of a strong Teamster contract," said Ronnie Parkinson, Secretary-Treasurer of Local 667. "Today's victory was all about winning respect, fairness and a safe work environment."

LOCAL 745

Exel, Darling International

Local 745 in Dallas recently won two organizing campaigns, with more than 20 workers on their way to more secure futures.

In the first victory, on October 7, workers at Exel, a distribution center in Socorro, Texas, voted 8-4 to join. There are 12 warehouse workers in the bargaining unit.

The Exel workers are seeking a fair seniority system, fair wages and respect on the job. The workers remained united despite a vicious anti-worker, anti-union campaign waged by the employer.

On October 9, workers at Darling International in Dallas, a grease recycling company, voted 6-2 to join. There are 10 maintenance and labor workers in the bargaining unit. The workers want similar issues addressed—seniority, wages and respect.

"These two victories, while far apart and at different companies, show that workers really need and want the protections that come with being Teamsters," said Brent Taylor, Local 745 Secretary-Treasurer. "We will work hard to negotiate strong contracts for the workers at both companies."

LOCAL 813

Allstate Power Vac

On November 9, employees at Allstate Power Vac in New York City voted by an overwhelming margin of nearly 98 percent to join Local 813 in an election supervised by the National Labor Relations Board. The 61 environmental waste removal workers are looking forward to improving their working conditions, including gaining fairness and respect from their employer.

"Today we can proudly say that we are Teamsters. We have not gotten the pay, benefits, or respect that we deserve, but that ends now," said Ernesto Basilio, an Allstate Power Vac employee who helped lead the organizing effort. "Now that we have won our Teamster representation we are going to win the fair contract that our families need."

According to Local 813 President Sean Campbell, the new members were determined and worked hard to gain Teamster representation.

"They did a great job," Campbell said. "Thanks to the workers, our local, Joint Council 16 and the International Union coming together, the Teamsters will continue raising standards throughout the entire waste industry."

The win marks the eighth organizing victory for the Teamsters Solid Waste, Recycling and Related Industries Division since August.

"Teamsters have the focus, strength and experience to improve pay, benefits, working conditions and labor-management relations at Allstate Power Vac," said Ron Herrera, International Vice President and Director of the Teamsters Solid Waste, Recycling and Related Industries Division.

Teamsters Joint Council 16 represents more than 120,000 working men and women in New York City.

LOCAL 299

Dollar Thrifty

Detroit shuttle drivers with Dollar Thrifty Automotive Group, a subsidiary of Hertz Global Holdings, have voted to join the Teamsters. The 15 shuttle drivers transport passengers to and from the Detroit Metropolitan Airport and the rental car facility. They united seeking respect and the protections of a union contract.

"We are excited to welcome these drivers to the Teamsters," said Kevin Moore, International Trustee and President of Local 299 in Detroit. "They faced a tough campaign, but they stuck together to form their union, and we're looking forward to getting to work on a contract that recognizes their hard work."

According to Joint Council 43 organizer Marian Novak, the workers had to contend with union busters throughout their organizing campaign and attend mandatory company meetings.

"The recent change in election rules by the National Labor Relations Board meant that the election was 21 days, and that shortened the period of time that the workers had to be exposed to the union busters, which was a good thing," Novak said.

LOCAL 745

Linde Gas

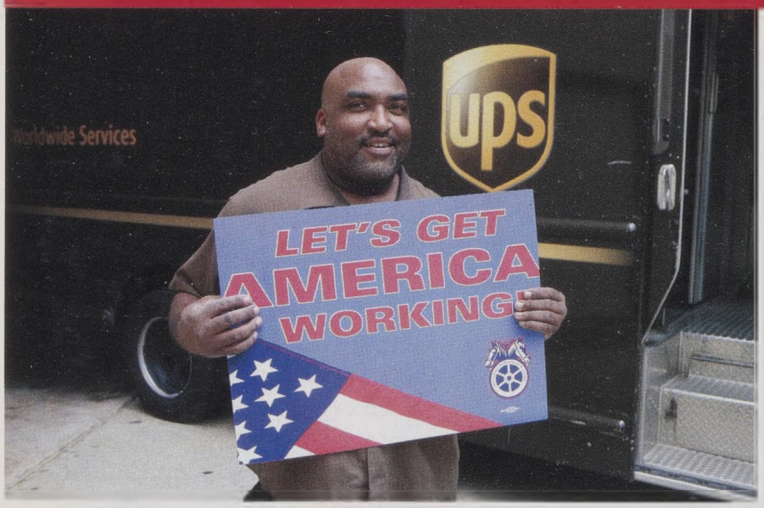
On November 4, workers at Linde Gas in Farmers Branch, Texas voted to join Local 745 in Dallas.

The drivers and warehouse workers voted 11-6 to become Teamsters. There are 17 workers in the bargaining unit.

Linde manufactures and supplies industrial, specialty and medical gases and related equipment.

"These workers are seeking improved benefits and working conditions," said Brent Taylor, Local 745 Secretary-Treasurer. "They stood united throughout the company's anti-union campaign. We are very proud of these workers and look forward to negotiating a good contract for them."

MOTIVATING CONGRESS



S TO REBUILD AMERICA

Show Lawmakers Why They Need to Act on Infrastructure

Back in September, the Teamsters rolled out its "Let's Get America Working" platform. Now, the real work begins for all of us.

Getting these proposals instituted is a marathon, not a sprint. Congress won't just overnight decide it needs to hurry up and come up with a long-term funding proposal to cover trillions in infrastructure improvements, for example. But if elected officials hear from scores of Teamster members and other everyday Americans, they will make it a priority.

There are Democrats and Republicans who already see the value in these issues. But others need motivation. Since 2008, Congress has used more than $62 billion in taxpayer dollars to keep the Highway Trust Fund afloat, and, at press time, it has been over a decade since lawmakers have passed a long-term highway bill. At the same time, the transportation system continues to crumble and the safety of those who work and travel along the roads and rails is being jeopardized.

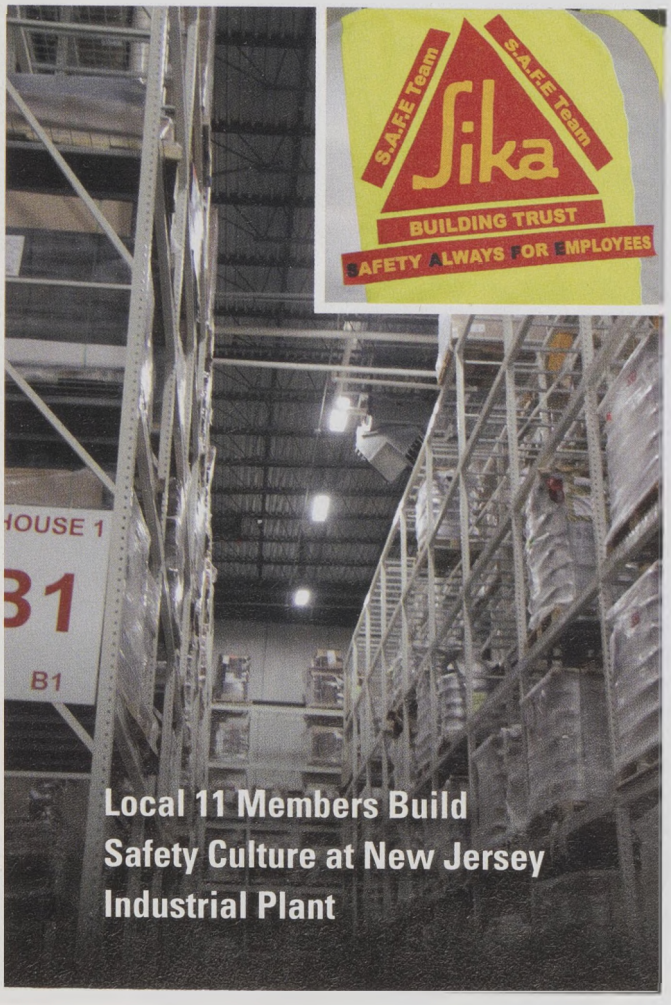
One thing that could change lawmakers' minds, however, is if they saw pictures of deteriorating infrastructure in their own districts. And that's where you come in. As part of the "Let's Get America Working" platform, the Teamsters have received several photos from our members and friends showing the dire state of infrastructure in their areas. But we need more.

If you spot decrepit examples of roads and bridges in your travels, please send them to teamsterphotos@gmail.com. It will help the union in its push to get Congress to focus on improving infrastructure that will help workers and businesses alike.

Infrastructure investment is key to creating new, better-paying jobs and getting the U.S. economy back on track. Let's show our elected officials why they should be focusing on the issue now!

Teamster Strong, America Stronger!

TEAMSTERS TAKE CHARGE



Local 11 Members Build Safety Culture at New Jersey Industrial Plant

Walking inside the Lyndhurst, NJ chemical production facility of Sika Corporation, one immediately notices the many colorful signs that brighten its white interior. Stickers on handrails alert workers to hold on when using stairs throughout the plant. Posters caution employees to avoid potential hazards and remind them to wear safety glasses in certain parts of the facility.

This wasn't always the case. Sika Corporation and Local 11 members are working together towards safety in the workplace, driving efforts to build a zero-injury culture. Until Teamster members started taking an active role in the plant's safety procedures, a high rate of accidents left Sika workers injured, put on leave and in some cases disciplined for lapses in safety protocol.

The twelve rank-and-file members of Local 11 who run the Sika S.A.F.E. Committee are building a new workplace safety culture that empowers and protects all Sika employees.

"Establishing this committee is a turning point for safety at this plant," said Patrick Basso, a 35-year Sika worker and former shop steward who works as a maintenance foreman and chairs the S.A.F.E. Committee – S.A.F.E. stands for "Safety Always for Employees."

"We are reversing the rise of safety incidents here so that we can work and return home safely to our families," Basso said.

"Our local has been pushing for better safety conditions by setting up worker committees at companies like Sika," said Rob Gillman, President of Local 11 in North Haledon, NJ. "The goal is to empower our members to propose and implement safety policies. These committees mean workers can conduct their own investigation into incidents and production flaws, rather than just allowing the company to do its own investigation and take disciplinary actions without hearing the workers' voice."

Too Many Injuries

Sika is a global company whose Lyndhurst facility manufactures specialty chemical products and industrial materials for construction, transportation, marine and automotive markets. The 110 Teamster workers at the plant make products like polyurethane, windshield sealants and flooring adhesives.

Prior to the formation of the S.A.F.E. Committee, accidents were all-too commonplace. Workers were routinely at risk and had virtually no power to establish policies to prevent future incidents.

"I got involved in the committee because we had a lot of injuries – too many injuries – and something had to be done," said Dave Malaniak, who is a shop steward and a member of the S.A.F.E. Committee with 27 years at Sika. "As a union, we got together with management to take action."

Organizing the committee began last year after Sika partnered with an outside company to have a representative train union members on how to run the Sika S.A.F.E. committee. Management met with the Teamsters to discuss having union members run the committee and build a zero-injury culture on the shop floor.

Over the past year, committee members have met twice a month to develop a mission statement, produce informational materials, post safety signs throughout the plant, and identify safety hazards.

"Sika management has taken our members' role in this effort very seriously by supplying our members with the education and tools needed to build an effective and inclusive safety culture at the Lyndhurst plant. Sika has supplied the S.A.F.E. Committee with their own conference room and is allowing committee members time during their work shift to conduct their own meetings," said Local 11 business agent Liz Williamson, who has supported the members throughout the process.

"As Teamsters, our number one priority in any workplace is safety always. This effort between workers and management is already working to bring fairness, improved safety and a bigger voice for our members."

Putting Teamsters In Charge

With the committee in place, workers recently announced that they were ready to appoint subcommittees. A kick-off event was held by the committee and Sika management on October 23. With much of production shut down for the event, Sika workers streamed into the warehouse to hear their S.A.F.E. Committee coworkers lead a presentation on the committee's progress.

In a presentation given by the committee, workers looked at safety statistics showing a decline in incidents over the past year since the S.A.F.E. Committee got to work. Workers attribute these improvements to the heightened communication and awareness brought on by the committee.

In one example, a low-hanging air vent was recently identified by a worker and brought to the committee's attention. Within a few hours the committee worked with maintenance to have the safety risk resolved by raising the vent closer to the ceiling. In another instance, the committee was informed of blocked electrical panels, which are now well-marked thanks to committee members who painted the areas around the panels.

One exception to the decreased rate of incidents at Sika was the higher number of falls from stairways this year. Teamsters on the S.A.F.E. Committee took swift action on this issue by marking all handrails with labels to remind coworkers to hold on when using the stairs.

"These might seem like small changes, but they will make a big difference for our safety. I am confident that we can bring Sika to zero incidents," said Tom Post, a worker on the committee.

At the October kick-off event, S.A.F.E. Committee members convinced more Local 11 members to sign up for subcommittees dealing with fire and emergency procedures, personal protective equipment, environmental safety, ergonomics and process hazards.

Safe Work, Safe Home

Sika marks a major step forward for Local 11 and its broader efforts to improve the working conditions of its members, many of whom work in high-risk manufacturing and warehouse environments.

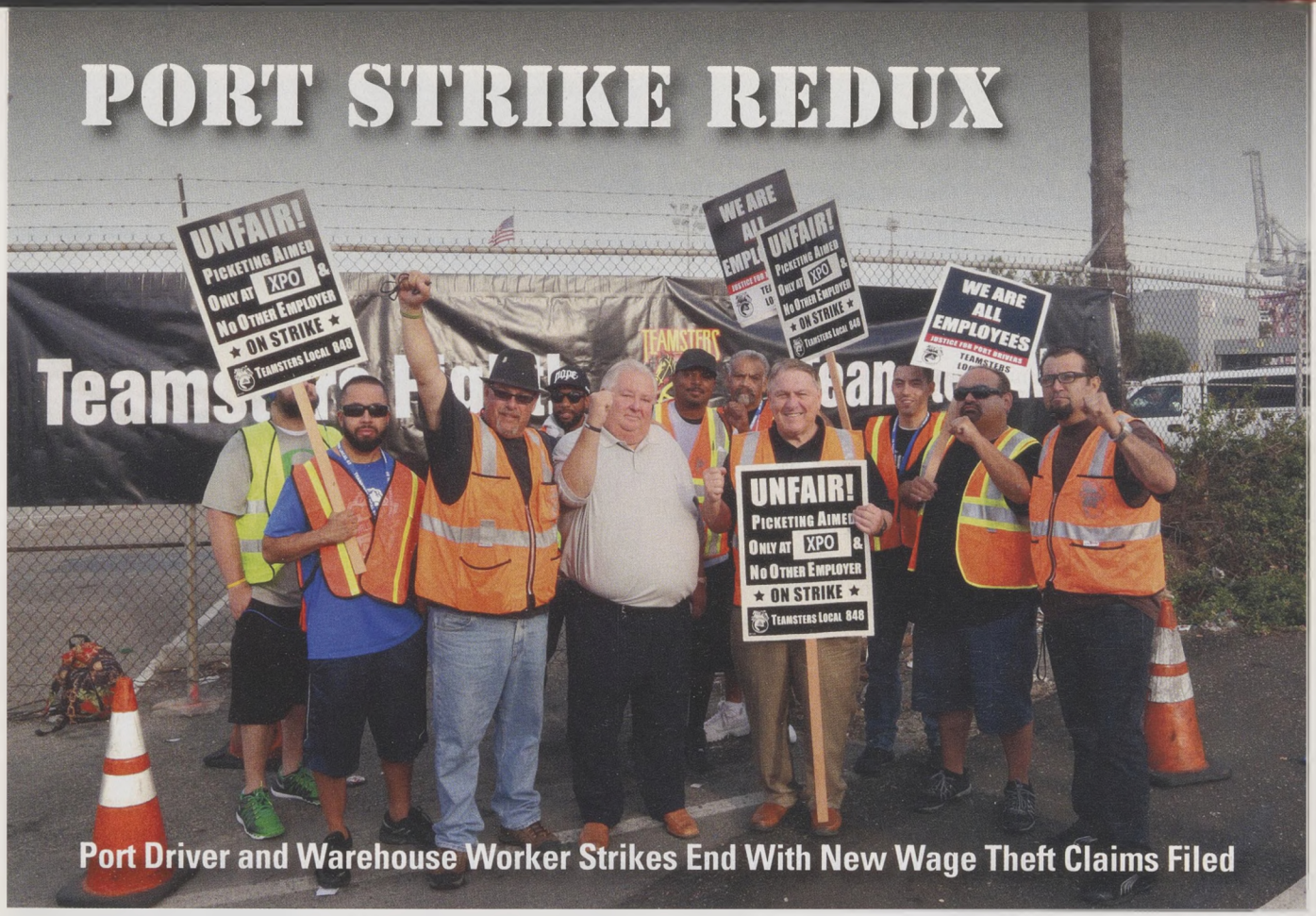
"We have companies like Nestlé with similar committees set up, but Sika is one of the biggest. Local 11's priority is to establish safety committees for all of our members," said Gillman.

For Teamster members at Sika whose products supply two other nearby companies also represented by Local 11, this larger vision resonates. But they see their safety efforts as both an important union achievement and a personal priority.

"For many of us, this is our home," said Javier Matias, a shop steward and committee member who noted that many Sika workers put in a lot of overtime. "We have to take care of our home and keep it safe for everyone."

This is the thinking that S.A.F.E. Committee Co-Chair Hamid Ordonez hopes will inspire more of his coworkers to get involved. "When I was asked if I wanted to be part of a culture change at Sika, I said absolutely," the 17-year employee said. "We need to continue raising awareness about how we work. At the end of the day, our priorities are security in our lives at home and our lives at work."

PORT STRIKE REDUX



Port Driver and Warehouse Worker Strikes End With New Wage Theft Claims Filed

On Monday, Oct. 26, port truck drivers misclassified as "independent contractors" began their eighth unfair labor practice strike at America's largest port complex, the twin ports of Los Angeles/Long Beach in California.

The striking drivers included misclassified workers at Pacific 9 Transportation (Pac 9), who have been on an indefinite strike since July this year for 15 straight weeks, and those employed by global giant XPO Logistics, which has spent $7.34 billion in the last year expanding their reach in the global supply chain. General President Jim Hoffa also joined the strike.

On Tuesday, Oct. 27, misclassified drivers from Intermodal Bridge Transport (IBT) began their second unfair labor practice strike after delivering a petition for improved working conditions, recognition as employees, and to be represented by the Teamsters.

After five days of picketing that dramatically impacted trucking companies and the marine terminal operators that continued to allow the trucks of struck companies into their yards, misclassified "independent contractor" drivers ended their strike on October 30.

"It is obvious to us that the retailers and the terminals that are supporting low road trucking companies that illegally misclassify their employees as 'independent contractors' by doing business with them have little regard for workers' rights," said Fred Potter, International Vice President and Director of the Port Division. "We call on the Ports of Los Angeles and Long Beach, America's retailers and the terminal operators to stop doing business with law-breaking companies."

"The Teamsters are committed to stopping the misclassification of workers, and will continue to support the port truck drivers on the front lines of ending wage theft," said Hoffa.

> **"THE TEAMSTERS ARE COMMITTED TO STOPPING THE MISCLASSIFICATION OF WORKERS, AND WILL CONTINUE TO SUPPORT THE PORT TRUCK DRIVERS ON THE FRONT LINES OF ENDING WAGE THEFT."**
>
> **–JIM HOFFA, TEAMSTERS GENERAL PRESIDENT**

Wage and Hour Claims

In late October, 14 new drivers filed "wage and hour" claims valued at $3.5 million with the California Division of Labor Standards Enforcement (DLSE), including one driver at RPM Transportation who presented evidence of $450,000 in wage theft

over a three-year period. There are an additional 19 DLSE claims in the process of being completed and filed. Prior to this new development, the DLSE was reporting:

- 705 wage and hour claims filed with DLSE;
- 155 orders, decisions, or awards (ODA) in such claims. Of these, all unappealed claims readily available (113 of the 155 ODAs) were deemed misclassified by the DLSE, which ordered a combined total of $12 million in back wages and penalties;
- Average award per driver: $110,000; and
- Estimated potential liability: More than $60 million for the 550 pending claims.

Further, there are at least 21 pending class action lawsuits covering 3,000 current and former misclassified port truck drivers, and both the U.S. Department of Labor and the California Attorney General have filed misclassification lawsuits against major California port trucking companies. The National Employment Law Project (NELP) estimates the total annual industry liability for misclassification of port truck drivers in California alone is nearly $1 billion per year.

The strikes ended with a victory at Los Angeles City Hall, where the City Council unanimously adopted a resolution that calls on all companies who conduct business at the San Pedro ports complex to "comply with federal and state employment and labor laws and provide them with the same wage and benefits protections afforded to all employees in our city," and encouraged "all vested parties to resolve any labor issues proactively to avoid any work stoppages at the Port of Los Angeles."

Additionally, a delegation of striking drivers delivered more than 27,000 petitions to L.A. Mayor Eric Garcetti's office and Long Beach Mayor Eric Garcia's office.

Misclassification's Costs

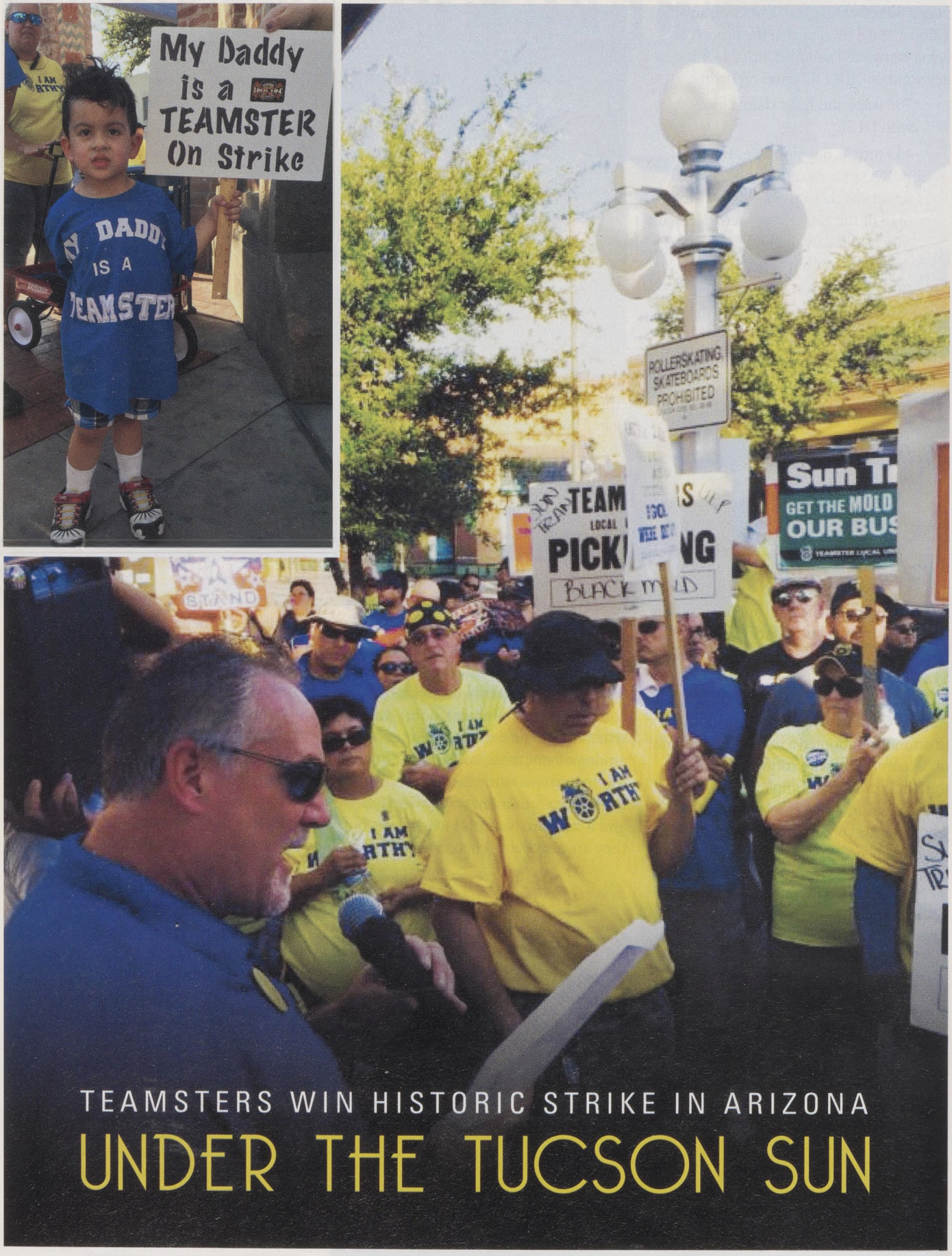
The cries of millions of American workers who are misclassified as "independent contractors" are reaching a fevered pitch. Spanning employees in the janitorial, e-commerce, entertainment, home care, construction and port truck driving industries, among others, these workers are not only robbed of basic workplace protections like the right to minimum wage, overtime pay, and a safe and healthful workplace, but they are also being cheated out of such rudimentary workplace benefits as unemployment compensation when they are laid off; workers' compensation when they are injured on the job; and the right to form a union and have a voice on the job – a voice that allows workers to gain respect, dignity, and the ability to bargain collectively for better wages and working conditions.

Misclassification robs workers of these rights. As "independent contractors," workers do not have the ability to engage in group activity to protest and resolve workplace issues. Further, misclassification deprives workers of protections afforded employees under the National Labor Relations Act (NLRA).

Port drivers are on the front line challenging this unfair labor practice by filing charges with the National Labor Relations Board alleging that misclassification itself violates the NLRA (as does retaliation for filing wage and hour claims).

Employees illegally misclassified as independent contractors are also victims of pervasive wage theft that robs workers of billions of dollars a year. Misclassifying drivers enables trucking companies to shift their business expenses onto the backs of low wage workers who are controlled by the trucking company that employs them. Predatory truck lease schemes bind drivers to their employer. Companies deduct the cost of diesel fuel, insurance, maintenance, parking, even the cost of printing paychecks, leaving drivers with very little or even negative paychecks.

Studies have shown that the average port truck driver is subject to $4,000 per month, or $48,000 per year, in wage theft.



TEAMSTERS WIN HISTORIC STRIKE IN ARIZONA

UNDER THE TUCSON SUN

The decision to strike is never a first response to unfair management. For workers whose rights are being violated, it is a last resort that requires careful consideration.

Throughout labor history, there are countless examples of workers who walked off the job only to be threatened, blackballed and assaulted, in some cases even killed, for taking their fight to the picket line.

According to Amy Friauf, the harsh reality of the picket line was not lost on her decision to vote in favor of a recent strike authorization against her employer, Sun Tran, over unfair labor practices. After years of insufficient pay, lacking benefits, moldy buses and a violent wave of physical assaults on drivers from passengers, she and her co-workers felt they had no choice.

"Going on strike is extremely hard on workers and their families. It's emotionally difficult and physically very stressful," said Friauf, a 35-year Sun Tran driver and chief steward for the unit at Local 104 who knew the realities on the picket line from her three previous strike experiences at Sun Tran. "Between the triple-digit temperatures and strong opposition from management, I knew going on strike was going to be a tough fight—it always is. But I also knew the time had come to take a stand."

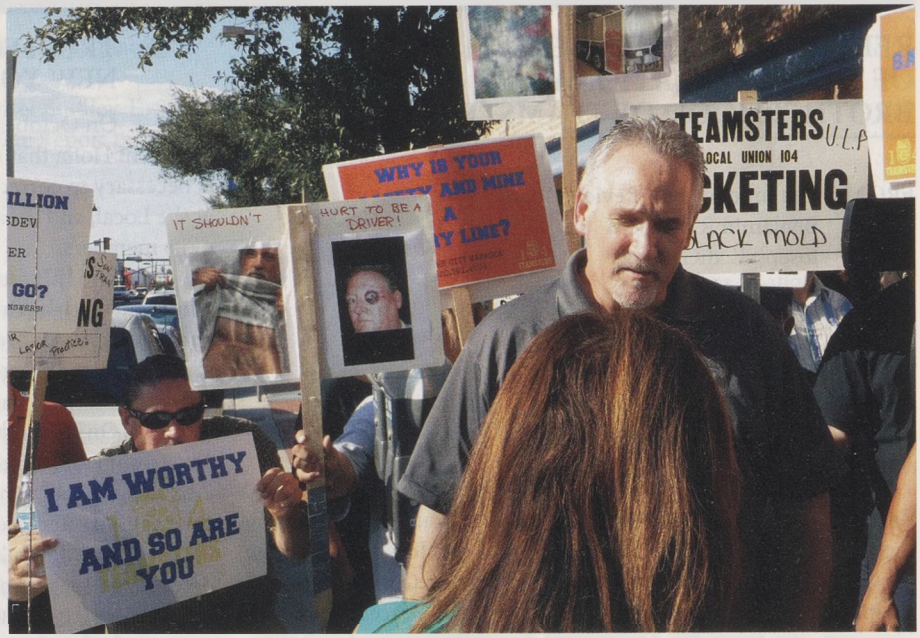
One Message, One Voice

For Friauf, the 463-person unit's overwhelming vote came down to safety, noting a recent stabbing of a co-worker injured by a passenger—the 22nd reported case of assault at Sun Tran in less than two years.

"We stood behind the drivers fully," said Dan Linhart, a mechanic and chief steward for the maintenance unit. "No one should have to work under the risk of abusive passengers on the job, especially while behind the wheel."

On August 6, Friauf and Local 104 took to the streets, carrying signs and chanting for change. During each of the 42 days on strike, Friauf and her co-workers marched up and down the same concrete stretch of Congress Street outside Sun Tran's downtown headquarters as public support grew.

"We adopted the practice of 'one message, one voice' to stay on message to ensure we would be successful," said Local 104 Secretary-Treasurer Andy Marshall. "We were very careful to make sure everyone was on the same page. We took thorough precautions to make sure no one spoke to the press and no one broke the rules of the picket line by keeping the unit informed."



Public Support

On local news, the workers began receiving constant coverage. More than 66,000 passengers were forced to take limited routes at the hands of scab labor (ultimately costing the company three times more for their labor). Although workers never spoke to the media, their faces littered the airwaves: in daily news clips of workers standing in the scorching heat, marching together.

Eventually the plight of Local 104 members transcended the fight for workers' rights, with Tucson residents showing their support and calling on Sun Tran to take preventative measures for the benefit of the entire community.

"By joining and winning public support, we won the fight," echoed Local 104 Business Agent Kevin (K.T.) Thomas. "People saw our courage and our conviction. They began to understand the big picture."

With the contract expiration date fast approaching and public pressure building, the company realized they were up against more than they had anticipated due to the strong support of the Arizona labor movement. As the strike entered its sixth week, the company agreed to return to the bargaining table, meeting with the negotiating committee for hours on end and late into the evening hours.

Earned Respect

As the agreement was being reached, there were still 463 Teamster members proudly walking the picket line and 30 nonunion employees honoring those same picket lines. (Following the strike, many of the nonunion employees have realized the power of the union and joined their co-workers in Local 104.)

On Sept. 16, the negotiating committee, led by Friauf and Linhart, announced they had reached an agreement that guaranteed fair wages, better benefits and respect, as well as new measures to address health and safety. Sun Tran drivers are now protected behind thick-glass partitions, and moldy buses are being replaced with clean, sanitary replacements.

"The courage, strength, determination and solidarity of the 463 Teamster members working at Sun Tran can only be described as extraordinary, historic and inspirational given Arizona's long history of pro-business, anti-worker, right-to-work legislation," Marshall said.

For Friauf, the strength of her Sun Tran co-workers has ensured respect for years to come.

"It's the best thing I've ever been a part of," she said. "We won the improvements we needed. More importantly, we have finally earned respect from management—you can feel it."

REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: The Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: October 5, 2015

I. INTRODUCTION

The following is Report Number One of the Independent Review Board for 2016 regarding activities conducted pursuant to the Consent Order. In this Report we will provide a status of one New Charge Report and updates on two existing Charge Reports against International Brotherhood of Teamsters Officers and Members, and three IRB Trusteeship Recommendations that you were informed of in some detail in previous Reports.

II. NEW CHARGES

A. IBT-GCC Local 1L, NEW YORK, NY

On August 14, 2015, the IRB sent a letter, along with exhibits, to IBT General President Hoffa to bring attention to problems existing at the Local so that corrective measures could be taken. The letter requested a reply by October 15, 2015, as to the actions taken or planned.

On September 3, 2015, IBT's General Counsel, Bradley T. Raymond, by letter, informed the IRB that Mr. Louis Baiecki has been assigned to conduct an audit at the Local. Mr. Raymond also informed the IRB that the IBT General Secretary-Treasurer is developing an audit program under which the GCC Affiliate, in the future, will be subject.

III. PROGRESS OF EXISTING CHARGES

A. FORMER GRAPHICS COMMUNICATIONS LOCAL 51-23M, NEW YORK, NY PRESIDENT AND PRINCIPAL OFFICER JOSEPH GURRIERI

On July 23, 2015, the IRB issued a Charge Report, against Joseph Gurrieri, to IBT General President Hoffa. By his conduct, while an IBT Member, Principal Officer of Local 51-23M and Trustee of the Funds, between December 2008 and January 2012, Gurrieri appears to have engaged in a pattern of bringing reproach upon the IBT, breaching his fiduciary duties and embezzling $45,556 from the Local and its four affiliated benefit funds.

On July 27, 2015 IBT President James P. Hoffa determined to file the charge and schedule a hearing. On September 1, 2015, General President Hoffa issued notice of the scheduled September 30, 2015 hearing.

B. TRUSTEESHIP, LOCAL 456, ELMSFORD, NEW YORK

On October 22, 2014, the IRB recommended to General President Hoffa that Local 456 be placed in Trusteeship because it is necessary to correct the corruption and financial malpractices at the Local, and because the Local is not being run for the benefit of its members.

The IRB found that the Local has financial control issues which enabled the Principal Officer to embezzle over $53,000, and the Secretary-Treasurer over $10,000. In addition, the Local officers allowed a person whom the IBT barred from participation in Local affairs to play an active role in the Local.

On November 6, 2014, Mr. Hoffa placed the Local in Trusteeship and appointed Thomas Gesualdi, President of Local 282, as temporary Trustee over Local 456 and Bernadette Kelly, International Representative, as the temporary Assistant Trustee.

On March 2, 2015 IBT General President Hoffa determined to continue the Trusteeship. The IBT General Counsel, by letter dated July 9, 2015, updated the IRB on actions taken at the Local to rectify the problems at the Local addressed in the IRB's Trusteeship Report.

The IBT advised that it plans to release the Local from Trusteeship sometime after the Local's Fall Elections.

C. TRUSTEESHIP, LOCAL 710, MOKENA, ILLINOIS

On July 18, 2014, the IRB issued a Trusteeship Recommendation to IBT General President Hoffa who placed the Local in Emergency Trusteeship on July 30, 2014. After the September 30, 2014 scheduled Trusteeship Hearing, Mr. Hoffa, on December 10, 2014, determined to continue the Trusteeship.

To date Local 710 remains in Trusteeship.

D. SCOTT O'NEILL, LOCAL 917, FLORAL PARK, NEW YORK

On June 12, 2015, the IRB issued a charge report to the Local 917 Executive Board.

On July 16, 2015, by letter, the Local's Counsel informed the IRB that charges were filed and a Hearing scheduled for August 18, 2015.

On September 2, 2015 Local 917 issued its hearing decision permanently barring O'Neill from Local 917, IBT, its Affiliates, membership, employment and compensation with the exception of those funds that were accrued and fully vested prior to the Decision.

The IRB found Local 917's Executive Board Decision to be not-inadequate and issued a letter to that effect, to the Local 917 Executive Board, on September 22, 2015.

E. TRUSTEESHIP, LOCAL 1150, STRATFORD, CONNECTICUT

On December 11, 2014, the IRB issued a Trusteeship Recommendation to General President Hoffa.

On January 12, 2015 General President Hoffa placed the Local in Trusteeship.

On May 20, 2015, IBT General Counsel Bradley T. Raymond submitted to the IRB the latest Update Report on this Local.

To date this Local remains in Trusteeship.

IV. TOLL-FREE HOTLINE

Since our last report to you, slightly over a month ago, the hotline has received approximately 55 calls reporting alleged improprieties. As in the past, all calls appearing to fall within IRB jurisdiction were referred for investigation.
Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system which records hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed only by an IRB staff member. The recorded information, if complete and within IRB jurisdiction, is forwarded directly to the Investigation's Office in New York City.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

V. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline number noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

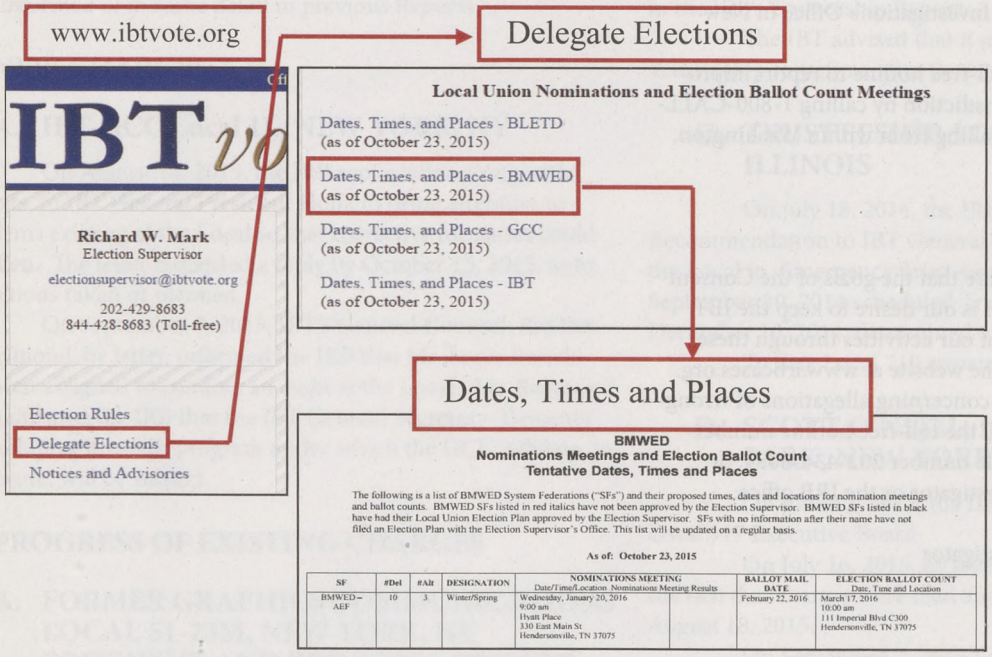
Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

ELECTION SUPERVISOR'S REPORT No. 5

Delegate Election Season – Reminder on Nominations – Parking Lot Access

Delegate Elections. From January to May in 2016 Local Unions, General Committees of Adjustment, and System Federations will conduct elections for delegate to the 29th International Convention of the IBT. Nearly 1,600 of your Union brothers and sisters will serve as delegates; alternate delegates are also elected for those delegates not able to serve. The Convention – "the supreme governing authority of the International Union" – decides on union policies. The elected delegates also have the special responsibility of nominating candidates for International Union office that the members will vote on by mail ballot in the fall of 2016.

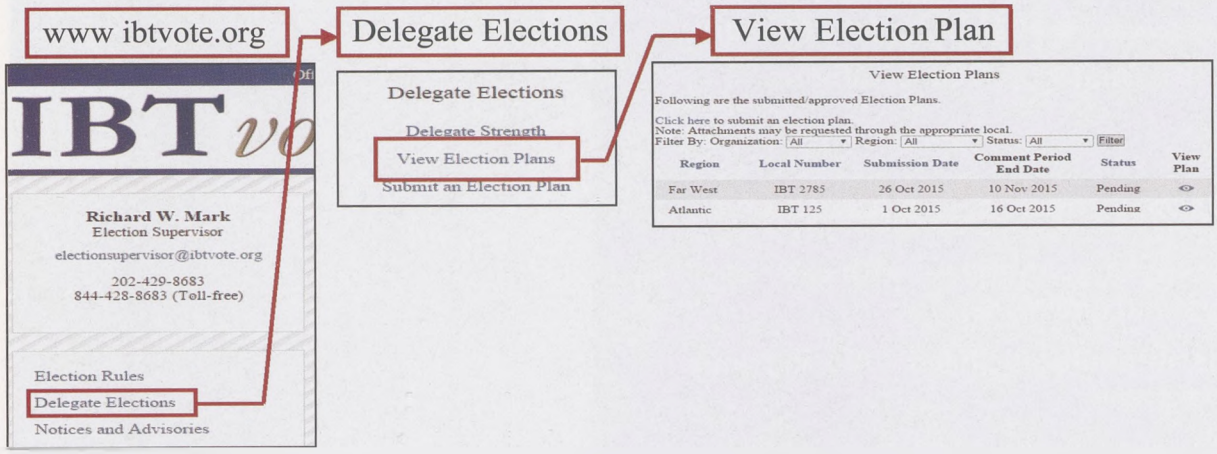
The IBT rank-and-file members nominate and elect the convention delegates and now is the time to participate. The date for the nomination meeting at every local is posted on www.ibtvote.org. You can also read the summary and the detailed election plan for each local at the OES website. Here's the way to navigate to the table that shows the schedule for delegate elections:



There are separate tables for IBT locals, GCC locals, BLET GCA's, and BMWED System Federations. Voice your views at your local body; find out the schedule for nomination and election at other local bodies nationwide. Results of nomination meetings (contested or white ballot) will be posted to the tables.

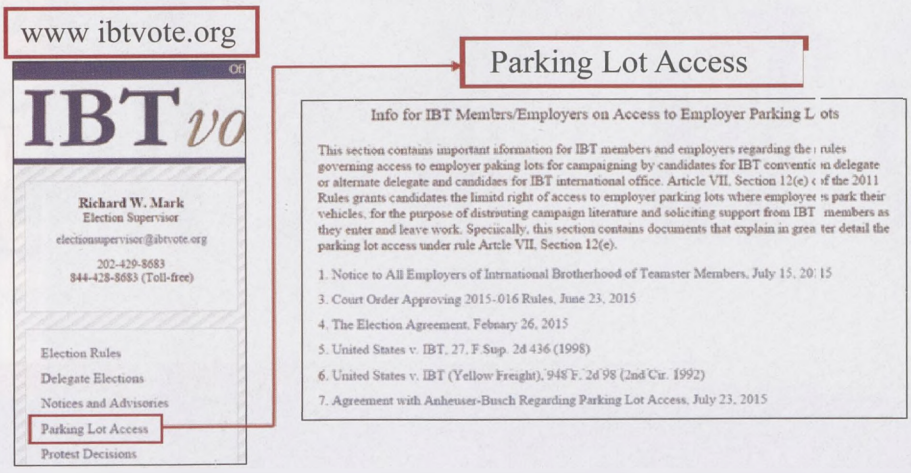
What If I Can't Attend A Meeting In Person? You do not have to attend a meeting in person to nominate or second a candidate, or to accept nomination. The *2016 Election Rules* allow IBT members to submit written nominations, seconds, and acceptances for delegate or alternate delegate candidate. Read Article II, § 5(f) for the rules on submitting a written nomination or second, or on a candidate acceptance, and how to deliver them. Generally, written nominations must be submitted not later than 5:00 p.m. on the day before the nomination meeting. A written acceptance must be delivered to the person presiding over the nomination meeting no later than the time of nomination. It is the responsibility of the nominator, seconder, or candidate to be sure that the document is received by the correct person at the local before the set deadline.

Your local body's election plan summary will state key dates for the delegate election: when and where to make dues payments (if necessary) to be in good standing to nominate; when and where to submit written nominations. You can look up the plan summary for any local body at www.ibtvote.org. The plan summary should also be posted on union bulletin boards at your workplace and sent to you by mail. Here's the way to navigate to the plan summary:



Am I Eligible To Participate? OES determines, under the *2016 Election Rules* and the IBT Constitution, who is eligible to nominate, second, or run as a candidate for convention delegate or International Officer. *2016 Election Rules*, Article VI, § 4. If you have a question about eligibility, submit a written request to OES.

Campaigning In Employer Parking Lots. A special rule of the IBT International Officer Election allows campaigning in employer worksite parking lot used by IBT members. *2016 Election Rules*, Article VII, § 12(e). The OES website has a link to materials on the parking lot access rule:



If an employer denies a member access to a parking lot for campaigning OES can help. There are some limits to the right of access, but, in past elections, OES has usually been able to resolve disputes with employers so that members can campaign.

Contact the OES to get more information about any aspect of the election procedures.

Richard W. Mark
Election Supervisor

WWW.IBTVOTE.ORG

Teamsters now have access to a leading brand of tax preparation software, TurboTax. Buying TurboTax through the Teamster page, you'll receive a discount, plus a portion of what you pay goes toward the James R. Hoffa Memorial Scholarship Fund. http://ibt.io/turbotax

TurboTax products feature:

- A step-by-step interview with easy-to-understand questions;
- Forms automatically filled out using your answers; and
- 100-percent accurate calculations guarantee.

Teamsters Benefit: Discount on TurboTax

TurboTax

Keep more of your hard-earned money this tax season. You can access the Teamster TurboTax page at http://ibt.io/turbotax